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Carden, Jr.
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GRADUATE SCHOOL

Thesis

ORGANIZATION OF FAMILY CONSULTATION CENTERS

by

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Master of Arts

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CHAPTER I

PURPOSE AND SCOPE OF THE STUDY

For help in formulating plans for the opening of a Family Consultation Center in Boston, it was decided to send a questionnaire directly to those Centers which are functioning in the United States for information about their founding and plan, staff members, clients, services, and relation to their communities. It was hoped that these data would reveal certain minimum requirements without which it would be unwise to start, as well as furnish goals toward which to build. It was felt that the data obtained in this way would be reliable since the information requested was of a factual nature, either observable or obtainable from records. A high degree of cooperation was anticipated because of the general interest that has been evidenced among the Centers in the growth and development of the movement.

It was intended that this survey would be made available to other groups which were planning to open similar Centers, in order that they might avoid some unnecessary experimenting.

Scope of the study. No attempt was made to study the work of Centers in other countries or that of individual counselors, nor was there any desire to analyse counseling methods and techniques. Bridgman has been working on "A Study of Procedures

and Relationships in Marriage and Family Counseling" and expects to continue with it during the summer of 1941. It seemed a waste of time and effort to duplicate any of his research.

Use of term. The term "Family Consultation Center" was used because of its general acceptance by writers of texts on "The Family" and authors of articles dealing with the subject, although "Bureau" or "Clinic" are sometimes used instead of "Center", and "Marriage" in place of "Family". Groves in The American Family makes a distinction between the family clinic and the marriage clinic, but this is not generally done. In this paper the term refers to both Family and Marriage Counseling Centers and to Family and Marriage Counseling Services which are part of other organizations.

Organization of remainder of the thesis. A review of the literature on the organization of Family Consultation Centers is presented in relation to its use in drawing up the questionnaire and in compiling the directory of Centers to whom it was sent.

There is a description of the method used in sending out the questionnaire and an analysis of the response.

There follows a presentation of the factual information obtained with the details on each question as well as summaries of the material given under those questions which could not be answered "yes" or "no". What these facts mean, with an interpretation of them in view of possible misunderstanding of the questions and further information given in reports, letters, and articles follows.

There is also an analysis of the information from the point of view of its use by groups wishing to start such Centers.

Need for a study of those Centers which were in existence at one time and are now no longer functioning is discussed.

CHAPTER II

CONSTRUCTION OF DIRECTORY AND QUESTIONNAIRE

Interest in the subject of Family Consultation Centers has been somewhat subject to an ebb and flow, as evidenced by the number of articles on the subject in scientific magazines each year over a period of ten years. There was a peak in 1932, in 1936, and in 1940, with a maximum of five a year during the other years.

Review of the literature. The larger proportion of the periodic literature on this subject deals with the value of marriage and family counseling, techniques of counseling, and the necessary qualifications for a counselor. Some articles have attempted to summarize all the different agencies and professions which are doing family counseling, of which the Consultation Center is but one. Only one such summary goes into much detail as to the organization of Centers. This, by Fisher, gives a composite picture of them under the headings origin, objectives, procedure, services, fees, staff, space, clientele, problems, and records.¹ Since it is a composite, however, it does not give the exact picture of any one Center.

¹ Mary S. Fisher, "The Development of Marriage and Family Counselling in the United States: A Critical Interpretation," Parent Education, III (April-May, 1936) 3-9.

A number of articles are concerned with one particular Center. Of those that have been written about only three are still in existence. These are The American Institute of Family Relations of Los Angeles, Marriage Counsel of Philadelphia, and Merrill-Palmer Service of Detroit.

Books on the Family usually include some material on Marriage and Family Consultation Centers. This is based largely on the periodic literature. The exception is in Your Marriage by Himes. He includes a hitherto unpublished list of Centers.²

The directory. Because the field is so shifting, it is impossible for a directory to remain accurate for more than a few months. It was decided to use as a basis for compiling a directory three sources: the list of Family Consultation Centers in Appendix E of the final report of the Conference on Education for Marriage and Family Social Relations, 1934, given in the January 1936 issue of the Journal of Social Hygiene; a list in the files of the Marriage Study Association from Marriage Counsel, dated January, 1936; and the list of Centers (not including individual counselors) from Your Marriage by Himes. This original directory contained fifty names.

² Norman E. Himes, Your Marriage: A Guide to Happiness (New York: Farrar & Rinehart, Inc., 1940) 416-420.

The directory was sent for corrections and additions to Mudd, Foster, Popenoe, Groves, and Bridgman because of their long connection with the work. Seventeen were eliminated either because they were no longer functioning or had never really done marriage counseling, and three were added.

In order to verify the accuracy of this list still further, a letter was sent in January, 1941, to the thirty-six names, saying that a questionnaire on the organization of Family Consultation Centers would arrive shortly, and asking for copies of their record forms to assist the Marriage Study Association in making up their own. From the returns of this mailing, eight more names were dropped.

It became apparent that it would be necessary to establish a basis for the inclusion of some organizations as Centers, and the exclusion of others. Family Welfare Societies, Child Guidance Clinics, Maternal Health Centers, Domestic Relations Courts, Out-patient Departments of Hospitals, Visiting Teacher Associations, Nursery Schools and Kindergartens, District Nursing Associations, Societies for Social Hygiene, and Settlement Houses have all been doing family counseling. In only a few instances, however, is it given an identifying name or recognized as a separate service. Those organizations that do so differentiate it have been included in this study as well as those whose sole purpose is counseling.

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Sometimes one individual does all the counseling. This work is recognized as being a Center when there is an advisory board directing and supervising it, and when there are available specialists in other professional fields from whom the individual may secure information and advice and to whom he may refer his clients when the need is indicated.

It was found that Mrs. Mudd had sent out questionnaires in the winter of 1939 and 1940 for the purpose of compiling the list to be used in Himes' book. The folder containing the information secured as a result was loaned to the writer. This served to check some of the corrections. In four cases, however, it seemed desirable to write for further information about the type of work or present status of a Center.

As the result of this, one name was dropped and one added. A letter from the Child Study Association of America in New York City confirmed the writer's opinion that it was a Child Guidance Clinic and not a Family Consultation Center.³ It was learned that The Family Guidance Service of New York City was still functioning with William Rothenberg as counselor though Dr. Oliver Butterfield was no longer connected with it.⁴ It was not clear, however, whether he is counseling as an individ-

³ Charlotte Williams, Child Study Association of America, letter to the writer February 21, 1941.

⁴ William Rothenberg, Family Guidance Service, letter to the writer April 21, 1941.

1. The first part of the document is a letter from the President of the United States to the Congress.

2. The second part is a report from the Secretary of the Treasury on the state of the Union.

3. The third part is a report from the Secretary of the Navy on the state of the Navy.

4. The fourth part is a report from the Secretary of the War on the state of the War.

5. The fifth part is a report from the Secretary of the Interior on the state of the Interior.

6. The sixth part is a report from the Secretary of the Agriculture on the state of the Agriculture.

7. The seventh part is a report from the Secretary of the Commerce on the state of the Commerce.

8. The eighth part is a report from the Secretary of the Education on the state of the Education.

9. The ninth part is a report from the Secretary of the Health on the state of the Health.

10. The tenth part is a report from the Secretary of the Labor on the state of the Labor.

11. The eleventh part is a report from the Secretary of the Finance on the state of the Finance.

ual or as a member of an organization.

Letters from the other two organizations gave reasons why they should not be included. The general secretary of the Institute of Family Service of the Associated Charities of Cleveland, Ohio, wrote that it was not strictly speaking a Center, but was more comparable to a Family welfare Society.⁵ A detailed "Statement of Function" prepared by the Institute added proof to the opinion. Dr. Katharine W. Taylor wrote that the Family Consultation Service in Syracuse, New York, had been in operation during the fall of 1940, but was discontinued when she left to go to Seattle, Washington.⁶

A letter from Dr. Popenoe told of the opening of the Colorado Marriage Clinic in Denver in January with Dr. William S. Bernard of the University of Colorado as director.

The Marriage Study Association of Boston was not included in the original directory, though it was listed in your Marriage, since it had no consultation service at that time. When the Marriage Consultation Center was started by the association the latter part of March, it was added to the list.

The 1941 winter issue of Marriage and Family Living contained an announcement of the organization of an agency called

⁵ Helen W. Hanchette, Institute of Family Service, letter to the writer March 14, 1941.

⁶ Katharine Whiteside Taylor, letter to the writer April 5, 1941.

Marriage Counselor and Marital Health, Inc. by J. Quincy Ames in South Bend, Indiana.⁷ After three attempts to locate him, the last letter was returned from Madison, Wisconsin, with the notation, "Out of business". In the same issue there was mention made of the consultation service of the Jewish Institute on Marriage and the Family, 40 West 68th Street, New York City, of which Dr. Sidney E. Goldstein is the chairman.⁸ Since there has been no reply to letters to him, it is impossible to decide whether it is in reality a Family Consultation Center.

The data from four questionnaires which were returned are not included in the study for the following reasons. A letter from Mrs. Catherine Groves Peele of the Family Service Association of Durham, North Carolina, together with the information in the questionnaire, indicated that it was a family welfare agency and had no special counseling service.⁹ In answering the questionnaire, Dr. Cory of the Missouri Social Hygiene Association of St. Louis wrote, "Our program has been shifted temporarily to emphasis upon legal, protective, medical, and educational, away from formal consultation services."¹⁰

⁷ Anna Budd Ware, "Report of Committee on Marriage and Family Counseling," Marriage and Family Living, III (February, 1941) 11.

⁸ "Meetings and Events," Marriage and Family Living, III (February, 1941) 18.

⁹ Catherine Groves Peele, Family Service Association, letter to the writer February 28, 1941.

¹⁰ Harriet S. Cory, Missouri Social Hygiene Association, letter to the writer March 3, 1941.

1880-1881. The first year of the new century. The first year of the new century. The first year of the new century.

1882-1883. The second year of the new century. The second year of the new century. The second year of the new century.

1884-1885. The third year of the new century. The third year of the new century. The third year of the new century.

1886-1887. The fourth year of the new century. The fourth year of the new century. The fourth year of the new century.

1888-1889. The fifth year of the new century. The fifth year of the new century. The fifth year of the new century.

1890-1891. The sixth year of the new century. The sixth year of the new century. The sixth year of the new century.

1892-1893. The seventh year of the new century. The seventh year of the new century. The seventh year of the new century.

1894-1895. The eighth year of the new century. The eighth year of the new century. The eighth year of the new century.

1896-1897. The ninth year of the new century. The ninth year of the new century. The ninth year of the new century.

1898-1899. The tenth year of the new century. The tenth year of the new century. The tenth year of the new century.

1900-1901. The eleventh year of the new century. The eleventh year of the new century. The eleventh year of the new century.

1902-1903. The twelfth year of the new century. The twelfth year of the new century. The twelfth year of the new century.

1904-1905. The thirteenth year of the new century. The thirteenth year of the new century. The thirteenth year of the new century.

Messing, of Portland, Oregon, wrote that the Oregon Social Hygiene Society has now closed its office and that he is carrying on the counseling work as an individual rather than representing any social agency, although he may organize later a new Society or Institute.¹¹ Glasner of the Family Guidance Counsel of Uniontown, Pennsylvania, filled out the questionnaire, but wrote that it "should (not) be included in your study, except as a sad example of one such attempt which failed."¹²

The original directory together with the additional names which were contacted, is given in Appendix A, classified by their inclusion in the study and by the reasons for their exclusion.

The questionnaire. The questionnaire was based on the material given in those articles which dealt with the work of individual centers as well as the summary by Fisher.¹³ A summary of the plan and work of the Washington Life Adjustment Center of the Mt. Pleasant Congregational Church of Washington, D. C., gave a great deal of material. Dearborn, counselor of

¹¹ Fred B. Messing, reply to letter by writer, March 18, 1941.

¹² Samuel Glasner, Family Guidance Counsel, letter to the writer March 27, 1941.

¹³ Fisher, op. cit.

4. The fourth part of the document discusses the implications of the findings. It suggests that the results have significant implications for the field of study and may lead to further research in this area.

5. The fifth part of the document concludes the study. It summarizes the main findings and provides a final statement on the importance of the research.

the Massachusetts Society for Social Hygiene, contributed much detailed information about records and relationship to the community.

The questionnaire as first drawn up was sent to Dearborn, Groves, Hirsch, and Mudd with the request that they make mental notes of changes in form or wording which would make the task of filling it out easier, and then send any suggestions they might have. They were asked to note the length of time they took in answering. The questionnaire was also sent to Symonds and Himes for criticisms and suggestions.

Several changes were made as the result of this testing. The questionnaire in its final form is presented in Appendix B.

The mailing. The letter which was sent with the questionnaire gave the estimated length of time necessary to fill it out; asked that those questions which were not applicable to their situation or which they preferred not to answer be crossed out; promised that the information secured as a result of the survey would be available to those who cooperated in it; and enclosed an extra copy of the questionnaire for their files and a self-addressed stamped envelope.

Ten questionnaires were returned within two weeks.

In a little over two weeks a follow-up letter was sent which resulted in six more returns. A third letter about a month later brought in two more with the promise of a third.

There remained only five who had not responded in any way. These five, together with two who had written letters but had not returned the questionnaire, were further followed up by Morris. This brought one questionnaire and one more promise that the questionnaire would be returned in a few days.

The returns. Of the nineteen questionnaires returned all but three were fully answered. Two of these, however, sent annual reports. Five sent record forms, six summaries or annual reports, and twelve enclosed descriptive leaflets or reprints of articles or talks. Fourteen wrote letters expressing their interest in the study and in several instances giving information which was not covered by the questionnaire.

CHAPTER III

FACTUAL INFORMATION OBTAINED ON QUESTIONNAIRES

The majority of questions were asked in such a way that they could be checked when the answer was "yes". Multiple choices were given with the hope that they covered all probable situations, but there was space for individual cases which did not come under any given choice. The other questions asked required a number or other data. All the affirmatives were added and the facts thus gained are presented below, together with summaries of the material given in answer to the other questions.

Section I

Founding and Plan

It is generally recognized that the American Institute for Family Relations was the first of its kind in the United States.¹ The dates of opening of the Centers are very evenly distributed over the last eleven years. There was one Center started in both 1930 and 1931; two Centers each year in 1934, 1935, 1936, 1937 and 1940; and three Centers in both 1932 and 1941. In one case, the date given on the questionnaire is not definite. Of those Centers for which the month of opening was given, six be-

¹ Popenoe, Paul, "A Family Consultation Service", Journal of Social Hygiene, XVII (June, 1931) 309.

gan in the fall, four in the winter, four in the spring, and two in summer.

Founding. Only two Centers were started by an individual. Groups of individuals were responsible for starting fourteen, eleven were the outgrowth of the activity of an agency already in existence, and two were started in some other way. There was considerable overlapping in the answers. In one case the first two methods were both checked; in one, the 1st and 4th; in one, the 2nd and 4th; and in seven cases the 2nd and 3rd were both checked.

Following is the list of agencies in the community which were represented by the groups of individuals starting the Centers. They are presented here as they were given on the questionnaires. In Chapter IV further agencies gathered from other sources of information have been added to the list and the whole list classified as to type of organization, - religious, educational, and so forth.

Associated Charities, Brush Foundation and
Health Agencies

Parent Association, Child Guidance Clinic,
School of Social Work, Ministers in
Unitarian, Presbyterian, Episcopal, and
Jewish churches, medicine, psychiatry,
obstetrics and gynecology

Committee for Maternal Health

Private school

university, Family Service Association and
W. P. A.

Churches and Young Men's Christian Association

Church organizations, psychiatry, medicine,
university, and social work

Board of Education

Three groups represented Societies for Social Hygiene; two, private individuals, and one answered "many".

The original agencies from which eleven Centers developed are given below.

Maternal Health Center

Society for Social Hygiene (3)

Marriage Study Association

Guidance Department of the Adult Education
Division of a high school

Associated Charities

Family Life education of a private school

Two were merely a matter of changing the name, and one developed from private practice and counseling under the Young Men's Christian Association.

One was the result of the experience of individuals working in Prenatal Clinics, Family Agencies, and Health Agencies. One was the outgrowth of personal experience in counseling students and adults informally, and from serving as regional consultant of the American Institute of Family Relations.

Purpose. The statements of purpose are given verbatim.
In Chapter IV they are classified according to similarities.

To bring all the resources of modern science
to the promotion of successful family life

To interview and direct inquirers to proper
channels, do the case work where we assume
the responsibility

To support physicians in medical service and
advice to married women - for the preserva-
tion of the health and strength of such
women and their children especially to the
end that children shall be begotten only
under conditions that make possible a
heritage of mental and physical health and
for the promotion and strengthening of
family happiness and unity

To help young married couples and those con-
templating marriage to a better understand-
ing of what companionship in married life
involves, and thus to help them avoid some
of the causes of marital difficulties

Mass education having developed the demand
for individual guidance and advice, this
Society in 1934 established a Personal and
Marriage Counseling Service

So that individuals of the lower income group
- - - might obtain the same help in making
adjustments to marriage and family life as
is possible for those who live in cities
where such service is available in clinics,
and the same type of service that may be
had by individuals who are financially able
to afford private psychiatric care

To provide an opportunity to discuss individ-
ually the normal problems that are part of
every day family relationships, and - - -
to deal preventively with children's prob-
lems before they become too deeply rooted
in the personality. Also to help young
people with pre-marital problems.

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To promote better marriage and parenthood and to provide consultation service for those having sex problems

General advisory service for adults economically self-supporting with either high school or college education
Research in women's education and family life

To establish a Center for furthering of any and all factors conducive to normal development of the sex aspect of life as it affects conjugal hygiene, family relations, the growth of individual personalities and the interrelationships of society at large

To give advice and assistance in premarital and domestic problems. To cooperate with other professional and lay groups in handling premarital and domestic problems. To do charitable and educational work in this field

To give counsel and information both to those who are contemplating marriage and to those who are already married but need help in their personal relationships

Pre-marital Counseling
Marital adjustment
Library

A non-profit educational service to assist in the adjustment of personal problems and to provide education regarding sex and family life

Marital adjustments

The service offers advice and counsel concerning any family problem

Promote education, adjustment, knowledge in field of marriage and family

Location. Seven Centers are housed in office buildings,

three in educational institutions, four in social agencies, and six in another type of building. Of these, two are in residences, two in apartment houses, one in a theater building, and one in a small building not described. One Center has three locations.

Table I shows the number of rooms used for various purposes, indicating where one room is used for more than one purpose. One Center did not give information regarding the number of rooms. Of the others, no Center has less than 2 rooms. Six have 2 rooms, five have 3, two have 4, and five have 5 rooms or more. Seventeen have a reception room, thirteen an office, seventeen one or more consultation rooms, and four a room for testing. There is one special room for the library, and one large assembly room. One Center has two large committee rooms and one a work room and kitchen for luncheons.

Three Centers use the same room for office and receiving. One uses the same room for receiving and consultations; one for office, consulting, and testing; and one has an assembly room for meetings which is also used for the office and reception room.

Financial set-up. Of the two Centers that are entirely self-supporting, one depends on fees alone and the other is supported by the income from an endowment as well as fees. The former does not adjust the fees at all, whereas the latter

TABLE I. THE NUMBER OF ROOMS USED FOR VARIOUS PURPOSES,
INDICATING WHERE ONE ROOM IS USED FOR MORE THAN ONE PURPOSE

Name	Recep- tion	Office	Consul- tation	Test- ing	Other - described
Bernard	1		1	1	
Brush	1		1		
Carden	combined (1	1)	1		
Dearborn	1	1	1		
Duvall	1	4	1		
Everett	1	(1	combined 1	1)	
Foster	1		3	1	
Gaylord	2	3	4		2 committee rooms
Grant	combined (1	1)	1		1 assembly combined with office and reception 2 work room and kitchen
Groves	4	3	5		
Hirsch	1	1	3		
Klemer	1		1		
Moldenke	combined (1	1)	2	1	
Mudd	1	1	1		
Parker	reception and 1	1	1	consultation combined	
Popenoe	1		3		
Ream		1	1		1 library
Weiser	2	1			

adjusts them both according to the client's ability to pay and to the service rendered.

Twelve Centers are partially self-supporting. Of these, eight charge fees, two have endowments, six membership dues, eight receive private gifts, four are members of the Community Fund and four have help from another agency. Six of these adjust their fees both according to the client's ability to pay and to the service rendered, while two adjust only to the client's ability to pay.

Five are entirely dependent. One has an endowment, two have private gifts, one is entirely and one partially supported by the Community Fund, one is wholly dependent on an agency and one is supported by the Board of Education with tax-collected funds. Slight discrepancies in these statements are explained in Chapter IV.

Table II shows the sources of income of those Centers which are either entirely or partially self-supporting, with the percentages of the total income where that information was given.

Operation. In six Centers the clients' names are used in the files. Twelve use a number for each individual. One left the question unanswered.

One Center of those twelve indicating that they used numbers rather than names in the files, did not answer the ques-

The first part of the paper discusses the importance of the
second part of the paper discusses the importance of the
third part of the paper discusses the importance of the
fourth part of the paper discusses the importance of the
fifth part of the paper discusses the importance of the
sixth part of the paper discusses the importance of the
seventh part of the paper discusses the importance of the
eighth part of the paper discusses the importance of the
ninth part of the paper discusses the importance of the
tenth part of the paper discusses the importance of the

TABLE II. SOURCES OF INCOME OF THOSE CENTERS WHICH ARE ENTIRELY OR PARTIALLY SELF-SUPPORTING, WITH THE PERCENTAGES OF THE TOTAL INCOME WHERE THAT INFORMATION WAS GIVEN

Name	Fees for Counseling				En- dow- ment	Mem- ber- ship	Pri- vate gifts	Com- munity Fund	An- other Agency
	Amount	Avg.	Adjusted						
			to in- come	to ser- vice					
Popenoe	\$5 4 for \$10		no	no	no	no	no	no	no
Bernard	\$1-10 0-	\$2.00	yes	yes	no	no	no	no	99%
Brush	\$1.50 0-	.50	yes	no	no	no	99%	no	no
Carden	\$3.00	\$1.50	yes	no	no	yes	yes	no	no
Duvall	0	-	-	-	no	yes	yes	yes	no
Gaylord	0 0-	-	-	-	4.7%	no	83.4%	no	11.9%
Grant	\$5.00 0-	\$5.12	yes	no	no	7%	60%	no	no
Groves	\$3.00	\$2.00	yes	yes	no	no	yes	no	no
Klemer	yes 25¢-		yes	yes	no	yes	yes	yes	no
Mudd	\$10	\$1.60	yes	yes	no	yes	yes	no	no
Parker	yes		yes	yes	no	yes	10%	no	10%
Ware	0	-	-	-	6%	no	4%	90%	no
Weiser	0 \$1.00	-	-	-	no	no	yes	yes	no
Hirsch	up	-	yes	yes	yes	no	no	no	no
Totals									
yes	10		9	6	3	6	11	4	3
no	4		1	4	11	8	3	10	11

tion as to whom the number index was available. In two cases it was available only to the counselor; in two, to the secretary and counselor; in two, to the director and counselor. The others are all one each: executive secretary; executive secretary and intake person; director and associate director; professional staff; and "no one outside the agency".

The office is kept open part time in five Centers and the other fourteen are open full time. Of these latter, five started on a part-time basis.

Research based on information along certain lines secured from all clients is carried on by twelve Centers. No attempt will be made to classify the fields of research since it seems apparent that, although there is overlapping in general subject matter, each Center is approaching the problem from a different angle. The fields of investigation are presented below as they were given on the questionnaires, grouped by Centers.

Marital adjustment in relation to life
history

Social data

Medical research in time of ovulation

Adjustment

Training of personnel and requirements
for counseling

Background of client in re previous sexual
experiences

Premarital interview - short contact work

Practically all

Probable causes of marital maladjustment
 Causes of so-called frigidity
 Child training and its relation to
 marriage success
 Psychological differences between men
 and women and what education can do to
 ameliorate it

Marriage
 Family Relations
 Youth Problems

Women's Education
 Family Life

Basis of marital conflicts
 Adolescent sex attitudes

Socio-sexual adjustments, past and present

Sex adjustment
 Cause of divorce

Sex problems and marriage difficulties pre-
 sented by readers of column in popular
 monthly

Cultural, educational, psychological,
 sociological background and factors in
 case history
 Biological family background where
 possible

In regard to the response to the follow-up which eight
 Centers are doing, four felt that they were getting a good
 response. One felt that the response was good but that there
 was not enough material as yet to work on constructively; one
 said it was too soon; one was getting poor returns. One of the
 eight did not answer.

Section 2

Staff

Table III shows the number of staff members on full time and on part time, and the various professional people who are called on from time to time when the need is indicated, with the numbers when they are given. Eight Centers have both full-time and part-time workers; five have only part-time workers; and two have just one full-time worker with the only assistance on a call basis.

Professions from which help is drawn, other than those listed in the questionnaire, are as follows: Doctors of Social Science, ministry, teaching, social work, and psychometric testing. One Center has available for help, the Judge of the Juvenile Court, the Dean of the Episcopal Cathedral, and the State Director of Public Welfare.

In ten Centers there is a full-time executive doing the administrative work as well as counseling and lecturing. In two the only full-time staff member is the secretary, one of whom is doing research, and in one the full-time member is the office manager.

The complete details of the duties, training, experience and salaries are given in Appendix C. There was no information about salaries from six Centers. On three of the questionnaires no details were given about the duties of the staff

TABLE III. NUMBER OF STAFF MEMBERS ON FULL AND PART TIME, AND INDIVIDUALS IN DIFFERENT PROFESSIONS ON CALL WITH NUMBERS WHEN GIVEN

Name	Full time	Part time	On call					Others-described
			Physi- cians	Law- yers	Psy- chia- trists	Psy- cholo- gists	Home Econo- mists	
Bernard	2		2	1	2		1	Educator Social Service
Brush	2							Psychometric 1 testing
Carden	1	5	1	1	1		1	
Dearborn	1	1	4	3	2	4	1	4 Ministers Social agencies
Duwall	1	8	x	x	x	x	x	
Everett	1		(b	rarely used			2)	
Foster	4		x	x	x	x	x	
Gaylord	12	1			1			
Grant	2	2	6	2	3	1		
Groves		4						1 Teacher 1 Minister
Hirsch	1		Nearly all service in this basis					Doctors of 2 Social Science Ministers, social workers
Klemer	Staff not complete		6	4	1	2	1	
Moldenke		4			x			
Mudd		4						
Parker	2	2	3	2	3			Social agencies
Popenoe	2	25	6		1	8	2	
Ream	1	2						
Ware	6-8	2						
Weiser	3							

members, while on five questionnaires there were no data about the training and experience. In one case the staff had not been completed at the time of answering the questionnaire. An analysis of the qualifications of the counselors is given in Chapter IV.

In eleven of the Centers, all the staff members are married. The question was not answered in one instance, and in another though it was answered "no", the exceptions were not specified. The exceptions are as follows, grouped by Centers:

Executive and senior nurse

Secretary to the director

Testers, nutritionist, and a psychologist

Secretary divorced, one counselor unmarried

Physician, psychiatrist, clerk and stenographer

Receptionist and psychometrist

Section 3

Client

No data about the client was given on seven questionnaires. In three cases the service was too recent to furnish a year's records; in one case the data will be available later; in another, data was not available in the particular form requested; and in another, records are purposely not kept.

The total number of new clients coming for counseling alone varies from 43 to 606 for a one-year period. Four Centers had between 175 and 200 and three had under 100 new clients in that length of time.

In the age ranges given, the youngest is 13 years and the oldest is 74. In six Centers the age range is from the late teens through the 50's and in three Centers the range is from the early teens to 70 or over. Seven Centers gave an average or median age. They are as follows: 35, 30-35, 30 (two), 28.4, 24, and 23.

Table IV gives the distribution of new clients in nine Centers as to sex, race, nationality, religion, occupation, education, marital status, and reason for visit, - given in percentages. All nine keep records on age, sex, and marital status. Only one gave information in all the classifications requested, three in 7 classifications, and five in 5 or less.

The lowest proportion of men clients is 13% and the highest proportion is 43%. In four Centers more than 30% are men and in four there are 17% or less.

In all cases given, over 80% of the clients are American-born whites. In only one Center have there been any Mexicans and in two Centers, Orientals. In three Centers there have been Negroes, the largest proportion being 8%.

There is wide variation in the proportions of the different religions, as well as in occupations and education. The only

TABLE IV. THE DISTRIBUTION OF CLIENTS IN NINE CENTERS AS TO SEX, RACE, NATIONALITY, RELIGION, OCCUPATION, EDUCATION, MARITAL STATUS, AND REASON FOR VISIT, GIVEN IN PERCENTAGES

Name	To- tal Num- ber	Sex a b	Percentages																Reason for visit a b c d			
			Race a b c d				Nat. a b	Religion a b c d				Occupation a b c d e				Educa- tion a b c d				Marital status a b c d e f		
Gaylord	1331	22 78	92 8					47 30 7 16 not known 2				6 38 36 20					16 84					✓ ✓ ✓ *
Mudd	100	13 87						56 11 31 not known 2.9				60 40 different classification					60 40 not known .4					
Dearborn	196	36 64	100				100	78 11 8.1					67.36 28.6				31 18.9 48 1.7					
Brush	43	14 86															2 10 88					9 91
Duvall	65	15 85	94 6				85 15	46 8 46								8 77 15	15 23 62				100 100	
Foster	175	17 83	99				80 20	90 5 5				75 15 10				15 75 10	10 10 78		1 1		✓ ✓ ✓	
Grant	185	42 58	98 1 1														22 16 62					6 24 70
Parker	175	43 57	98 1 1				86 14	71 14 5 10				15 57 15 3 10				85 13 2	57 17 9 2 6 9				54 9 28 9	
Moldenke	242	31 69	100				100										2 98					4 96

Race

- a. White
- b. Negro
- c. Oriental
- d. Mexican

Occupation

- a. Professional
- b. Semi-professional
- c. Skilled
- d. Semi-skilled
- e. unskilled

Marital Status

- a. Single
- b. Engaged
- c. Married
- d. Separated
- e. Divorced
- f. Widowed

Nationality

- a. Native-born American
- b. Other

Education

- a. Through 8th grade
- b. Through high school
- c. Through college
- d. Graduate work

Reason for visit

- a. Information
- b. Education
- c. Guidance and adjustment
- d. Other
- * Research

Religion

- a. Protestant
- b. Catholic
- c. Jewish
- d. Others

Sex

- a. Male
- b. Female

similarity seems to be that in all cases there is a larger percentage of professional and semi-professional people combined than in any other single group.

In seven of the nine Centers there is a larger proportion of married people than any other one classification in that category. There are only two Centers a proportion of whose clients are widowed and three that have had as clients those who were separated or divorced.

The reasons given in the questionnaire why clients visited the Centers covered all situations except in two cases. There is one Center to which people have gone in connection with research, and some have gone simply out of curiosity to another. In Table IV, the 9% given under "other" might well have been included under "information" since it was described as "information re employment or social outlets". In four Centers by far the largest percentage of clients go for "guidance and adjustment". In the one case in which the reasons were all checked out no percentages given, it was stated that there was "too much overlapping for sub-division of numbers".

Section 4

Services

Referrals and contact. Table V shows the number of referrals, the duration of contact with clients and bases for classifying problems for record purposes of the thirteen Centers

TABLE V. NUMBER OF REFERRALS, DURATION OF CONTACT WITH CLIENT ACCORDING TO NUMBER OF MONTHS AND VISITS, AND BASES OF CLASSIFICATION OF PROBLEMS FOR RECORD PURPOSES OF THIRTEEN CENTERS

Name	Number of Referrals	Number of months		Number of visits		Classification of problems		
		Range	Avg.	Range	Avg.	a	b	c
Bernard							x	x
Brush	5	1-24		1-100		not	classified	
Dearborn	quite a few	1-36	12	1-40	8			x
Duvall	55			1-2		x		
Everett		1-60		1-27		x		
Foster	9-16	1-60	4-10	1-60	4-10	x	x	x
Gaylord		1-156		17				
Grant	23	1-12	1	1-50	3		x	
Groves		1-9	17	1-5	17	x		
Hirsch	few	1 week - 6 mos.		1-20				
Moldenke	2	1-10	3					
Mudd					1	x		
Parker	95	1-48	1	1-50	1			x

Classification of problems

- Problem as presented by client
- Problem as first seen by counselor
- Problem as finally revealed

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No.	Name	Date	Experimental		Remarks
			Time	Temp.	
1	...	...	...	...	...
2	...	...	...	...	...
3	...	...	...	...	...
4	...	...	...	...	...
5	...	...	...	...	...
6	...	...	...	...	...
7	...	...	...	...	...
8	...	...	...	...	...
9	...	...	...	...	...
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29	...	...	...	...	...
30	...	...	...	...	...
31	...	...	...	...	...
32	...	...	...	...	...
33	...	...	...	...	...
34	...	...	...	...	...
35	...	...	...	...	...
36	...	...	...	...	...
37	...	...	...	...	...
38	...	...	...	...	...
39	...	...	...	...	...
40	...	...	...	...	...
41	...	...	...	...	...
42	...	...	...	...	...
43	...	...	...	...	...
44	...	...	...	...	...
45	...	...	...	...	...
46	...	...	...	...	...
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48	...	...	...	...	...
49	...	...	...	...	...
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54	...	...	...	...	...
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64	...	...	...	...	...
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76	...	...	...	...	...
77	...	...	...	...	...
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79	...	...	...	...	...
80	...	...	...	...	...
81	...	...	...	...	...
82	...	...	...	...	...
83	...	...	...	...	...
84	...	...	...	...	...
85	...	...	...	...	...
86	...	...	...	...	...
87	...	...	...	...	...
88	...	...	...	...	...
89	...	...	...	...	...
90	...	...	...	...	...
91	...	...	...	...	...
92	...	...	...	...	...
93	...	...	...	...	...
94	...	...	...	...	...
95	...	...	...	...	...
96	...	...	...	...	...
97	...	...	...	...	...
98	...	...	...	...	...
99	...	...	...	...	...
100	...	...	...	...	...

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which answered the questions relating to these points. Eight of the thirteen made referrals ranging in number from 2 to 95. The longest duration of contact was 13 years. All Centers have clients who come only once, and in three of them by far the greater number make but one visit.

Classification of problems. In five instances, the classification of problems for record purposes was based on the problem as presented by the client, in three as first seen by the counselor, and in four as it was finally revealed. This section was left unanswered by nine Centers. All three questions were checked by one Center and the last two by another.

Ten Centers listed the headings under which problems are classified for record purposes. They are as follows, grouped by Centers:

Premarital, Marriage Adjustment, Short-time
Contact

Premarital, Specific Situations, General Upset

Premarriage, Marriage Maladjustment, Personal

Marital, Parent-Child Relationship, Premarital,
Youth

Guidance

Marital, Premarital, Adolescence

Sex Education for Client to Give Child,
Preparation for Marriage, Premarriage
Problems, Marriage Adjustment, Fertility,
Personal Relationships (a) in marriage,
(b) out of marriage

Psychiatric, Medical, Educational, Social
Adjustments

Sex Instruction, Sex-Social Adjustment,
Boy-Girl Relationships, Pornographic
Literature, Preparation for Marriage,
Marital Problems

Disorganization, Maladjustment, Separation,
Divorce, Desertion, Special Information
Desired, Premarital Guidance, Problems
involving Child, Problems involving Sib

These titles are classified in Chapter IV.

Library. All Centers but one have a library which is available to clients.

Discussion groups. Discussion groups are held under the auspices of fifteen Centers and sixteen furnish leaders if other organizations wish to sponsor them. Fourteen do both, and two neither. Of the thirteen which listed the subjects receiving chief emphasis, seven included "Preparation for Marriage". The complete list of subjects is given below, grouped by Centers:

Preparation for Marriage

Preparation for Marriage

Problems within Wedlock
Preparation for Marriage

Physical, Psychological, and Sociological
Aspects of Sex
Personality Adjustments
Premarriage Preparation
Factors in Marital Maladjustment
Sex Education for Children
Domestic Adjustments

Family
Marriage
Child Development
Personality

Preparation for Marriage
Community Efforts in Marriage Education
and Assistance
Marriage Adjustments

For parents - Children's Questions
Guidance of Adolescence
For young people - Social Relationships
Love and Marriage
For teachers, nurses, physicians -
The Social Hygiene Program

Premarital Preparation
Marital Adjustment
Sex Education

Family Relationships
Child Training
Husband and Wife Relationship
Some individual problems

Preparation for and Success in Marriage

Emotional Development
Social Development
Parent-Child Relations
Discipline
Boy-Girl Relations
Adolescence
Sex Education

Marriage
Parent-Child Relations
Adolescent Adjustment
Sex Adjustment

Psychology of Happy Marriage

Courses. Twelve Centers give courses in connection with the Center. Thirteen cooperate in presenting courses at other institutions. Ten do both, and four neither. In four cases

the subjects given the greatest amount of time are the same as those used as the basis of discussions. They are the last four groups given above. Eight gave other subjects or worded the titles somewhat differently. They are as follows:

Marriage

The Sex Factor

Understanding Ourself and Others

Preparation for Marriage

Sex as a Causative Factor in Marriage

Maladjustment

Child Development

Family Relations

Marriage

Mental Hygiene

Preparation for Marriage

Family Relationships

General Program of Social Hygiene

Sex Education of the Young Child

Physical, Mental, Social and

Emotional Problems of the Adolescent

Marriage

Biology and Boy-Girl Relationships

Diagnosis and treatment of family relationship and children's questions

Marriage and Family, following Baber

Published material. Leaflets are published by ten Centers, four of whom do so at regular intervals. It is the policy of fourteen to contribute articles to magazines. One contributes monthly a column in a popular story magazine. Five Centers publish other material such as pamphlets, annual reports, book lists, proceedings of conferences and meetings, lectures, and

The first of these is the fact that the
 system is not a simple one, and the
 results are not always the same. The
 second is that the system is not a
 simple one, and the results are not
 always the same. The third is that the
 system is not a simple one, and the
 results are not always the same.



The third is that the system is not a
 simple one, and the results are not
 always the same. The fourth is that
 the system is not a simple one, and
 the results are not always the same.
 The fifth is that the system is not a
 simple one, and the results are not
 always the same. The sixth is that
 the system is not a simple one, and
 the results are not always the same.

in two cases, books. One states that they "are organizing now to release a monthly Bulletin under the title: 'Marriage Problems'. To start with 8 small pages and enlarge as seems best."

Section 5

Relation to the Community

Before starting, eleven Centers made a survey to determine the need of marriage counseling service in the community.

Other agencies in the community cooperate with Centers in the following ways: by referring cases to eighteen Centers; making their services available to the clients of seventeen Centers; working on some community project with twelve; and in fourteen instances, helping in an advisory capacity. In two cases it was stated that they cooperated in other ways. One did not specify in what way. The other has been included in various city and state associations.

Four stated that there had been opposition to their work in the community. In two communities the opposition is based on the grounds that the work of the Center can be adequately taken care of by other agencies. In one, the opposition is not open, but "there is always some religious, some medical and some general public prejudice". The fourth did not describe the opposition.

Fourteen Centers consider their services unique in their community.

The need in the community has changed so that seven Centers have had to adjust their service to meet it. In one there was greater demand for premarital counseling and additional counseling hours. One felt a need for more educational facilities, more staff teaching in colleges. In another, there has been a "trend toward emphasizing living together in the family and understanding personalities rather than formal parent-child formulas." Another has had "less demand for public addresses and more for personal consultation." In one the headquarters were outgrown and the personnel was in need of expansion. One states that there is increased need for sex education and information and marriage education. One did not describe the change.

By far the majority of Centers want and use publicity. Sixteen Centers have found the newspapers cooperative in giving it to them. There is a wide variety of other sources used, though each Center uses not more than three or four. The radio is used by six, magazines by five, folders are mentioned by four though as a matter of fact more than that number get them out. Three consider lectures a source of publicity and an equal number regard reports another source. Two use pamphlets and two church bulletins. The others are mentioned by one each: neighborhood papers, lodges, teas and luncheons at the Center, moving pictures, reprints, notices of activities, exhibits,

1. The first part of the document is a letter from the President of the United States to the Congress, dated January 1, 1801.

2. The second part is a report from the Secretary of the Treasury, dated January 1, 1801.

3. The third part is a report from the Secretary of the Navy, dated January 1, 1801.

4. The fourth part is a report from the Secretary of the War, dated January 1, 1801.

5. The fifth part is a report from the Secretary of the Interior, dated January 1, 1801.

6. The sixth part is a report from the Secretary of the State, dated January 1, 1801.

7. The seventh part is a report from the Secretary of the War, dated January 1, 1801.

8. The eighth part is a report from the Secretary of the Navy, dated January 1, 1801.

9. The ninth part is a report from the Secretary of the Treasury, dated January 1, 1801.

10. The tenth part is a report from the Secretary of the State, dated January 1, 1801.

11. The eleventh part is a report from the Secretary of the War, dated January 1, 1801.

12. The twelfth part is a report from the Secretary of the Navy, dated January 1, 1801.

13. The thirteenth part is a report from the Secretary of the Treasury, dated January 1, 1801.

14. The fourteenth part is a report from the Secretary of the State, dated January 1, 1801.

15. The fifteenth part is a report from the Secretary of the War, dated January 1, 1801.

16. The sixteenth part is a report from the Secretary of the Navy, dated January 1, 1801.

17. The seventeenth part is a report from the Secretary of the Treasury, dated January 1, 1801.

18. The eighteenth part is a report from the Secretary of the State, dated January 1, 1801.

school publications, and other agencies.

On one questionnaire it was stated that newspaper publicity was not wanted. And on another other sources of publicity have not been sought as the desire is to grow slowly.

Sixteen Centers maintain a file of clippings. One of them questions the value although it is kept.

The space given under "REMARKS" was used by eight Centers and ranged all the way from a notation to see the annual report to a full page of single-spaced typewritten material about the policies of the Center.

CHAPTER IV

INTERPRETATION OF DATA

In interpreting some of the data given on the questionnaires, it is necessary to point out apparent misunderstandings of certain questions - due probably to the way they were worded - and to include some information obtained from other sources. Some of the material needs no interpretation as it is self-explanatory.

Founding. There seems to have been some confusion as to the meaning of questions 2b and 2c under "Founding and Plan". Question 2b was intended to cover situations similar to that described by Mudd in the organization of Marriage Counsel.¹ A group of individuals who had not worked together previously in any association, met several times to discuss the need for marriage counseling in their community. Finding that work was only being done after difficulties arose, they organized Marriage Counsel for which they acted as sponsors. 2c was for cases such as that described by Hixenbaugh.² The Reconciliation Department of the Court of Domestic Relations in Dayton, Ohio,

¹ Janet Chance, Emily B. H. Mudd, and Lotte S. Neisser, "Sex and Marriage Consultation Bureaus in Various Countries," Marriage Hygiene, I (May, 1935) 414, 415.

² Elinor R. Hixenbaugh, "Reconciliation of Marital Maladjustment: An Analysis of 101 Cases," Social Forces, X (December, 1931) 230.

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was opened because of the great pressure upon the Court from people seeking advice. In other words, because of the nature of an agency already in existence people were coming for counseling in such numbers that a special department or service was needed to care for them adequately. Or, even if counseling were not already being done, it seemed the logical step of some agency already in existence to expand its activity by starting a counseling service.

The seven Centers which checked both 2b and 2c seem really to belong in the second group, as well as one that checked 2b alone. Of these, four referred to the committee or board that directed the parent agency when they checked "group of individuals" and four meant that the original agency was started by a group. This would mean, then, that instead of fourteen Centers being started by a group of individuals, only six were begun in this way and twelve were the outgrowth of work already going on.

Several other agencies were listed in Mudd's article in Marriage Hygiene³ in addition to those given on her questionnaire as being represented by individuals in the group responsible for Marriage Counsel. These have been added to the total list of such agencies in the six Centers mentioned above, and classified as follows: churches (3), educational institu-

³ Chance, op. cit.

tions (3), charities (3), and medicine and psychiatry (2). In two cases the individuals acted in a private capacity. There were eight agencies which had one representative each: maternal health association, child guidance clinic, parents' association, community council, mental hygiene institute, Young Women's Christian Association, Young Men's Christian Association, and a children's hospital.

It is not possible from the data given to know to what extent the individuals really represented the organizations with which they were connected. It would probably have been more enlightening if the question had included the work "officially".

Purpose. The word "family" is used in nine of the seventeen purposes included in the questionnaires. "Domestic problems" used in one case probably has the same meaning. The purpose as given in the folder describing The Marriage Embassy of Chicago uses the word "home", doubtless in the same sense. Although the expressions vary, it can be said that promoting successful family life is the aim of eleven Centers. Marriage counseling is specified by five Centers and premarital problems or counsel are included by five. Personal counseling is given in the purpose of three Centers. Sex problems are mentioned by three and children's problems by two. Research is given in the purpose by only one Center, but inasmuch as twelve Centers are

The first part of the paper discusses the importance of the study of the history of the English language. It is argued that the study of the history of the English language is not only a matter of historical interest, but also a matter of practical importance. The study of the history of the English language is essential for the understanding of the English language in its present state. It is also essential for the understanding of the English language in its future state. The study of the history of the English language is also essential for the understanding of the English language in its present and future state.

The second part of the paper discusses the importance of the study of the history of the English language. It is argued that the study of the history of the English language is not only a matter of historical interest, but also a matter of practical importance. The study of the history of the English language is essential for the understanding of the English language in its present state. It is also essential for the understanding of the English language in its future state. The study of the history of the English language is also essential for the understanding of the English language in its present and future state.

The third part of the paper discusses the importance of the study of the history of the English language. It is argued that the study of the history of the English language is not only a matter of historical interest, but also a matter of practical importance. The study of the history of the English language is essential for the understanding of the English language in its present state. It is also essential for the understanding of the English language in its future state. The study of the history of the English language is also essential for the understanding of the English language in its present and future state.

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carrying on research they might all have included it. It is possible, however, that they do not consider the research as an end in itself.

In several cases the statement given under this heading was the method rather than the aim.

Rooms. Question 4b, asking which services shared rooms was interpreted differently, in some cases, from the original intention. It might have been better to ask which functions were carried on in the same room. The difficulty in some cases was caused by the fact that other agencies or services use the same rooms.

It is not certain in some instances whether the number of rooms given is that used for marriage counseling purposes or whether it is the number used by the parent agency.

For these reasons the data given can only indicate in a general way the use of floor space.

Financial set-up. In the original questionnaire the arrangement of the section on Financial Set-up was different from that in the final form. Under a. were "endowment" and "fees"; under b. were "endowment", "private gifts", "Community Fund", "another agency", and "fees"; and under c. were "private gifts", "Community Fund", and "another agency". This form seemed to prove confusing to those who filled it out and it was therefore changed. "Membership dues" were added. Apparently the

1. The first part of the paper discusses the importance of the study.

2. The second part of the paper discusses the methodology used in the study.

3. The third part of the paper discusses the results of the study.

4. The fourth part of the paper discusses the conclusions of the study.

5. The fifth part of the paper discusses the implications of the study.

6. The sixth part of the paper discusses the limitations of the study.

7. The seventh part of the paper discusses the future research.

8. The eighth part of the paper discusses the acknowledgments.

9. The ninth part of the paper discusses the references.

10. The tenth part of the paper discusses the appendices.

11. The eleventh part of the paper discusses the index.

12. The twelfth part of the paper discusses the glossary.

13. The thirteenth part of the paper discusses the bibliography.

14. The fourteenth part of the paper discusses the list of figures.

15. The fifteenth part of the paper discusses the list of tables.

16. The sixteenth part of the paper discusses the list of abbreviations.

17. The seventeenth part of the paper discusses the list of symbols.

18. The eighteenth part of the paper discusses the list of acronyms.

second form was not quite clear either, for in three cases the degree of dependency checked did not agree with the sources of income that were checked. For instance, in one case the Center was described as being "partially self-supporting" but it had no fees, no endowment, and no membership dues. Another checked "entirely dependent", but received 6% of its income from an endowment; another also checked "entirely dependent", but receives fees.

The summary should, therefore, be changed slightly. Thirteen instead of twelve Centers are partially self-supporting and four instead of five Centers are entirely dependent.

One possibility concerning fees was not covered in the questionnaire. A statement in the report of the American Institute of Family Relations on its first ten years, indicates that although fees are not adjusted to the client's ability to pay, they may be worked out in some way if he is unable to pay directly.

Records. The confidential nature of records seems to be stressed much more in some Centers than in others. In two Centers a code is used which cannot be interpreted by stenographers. And in one of these, sometimes no records are kept at all if the client prefers, and occasionally the name of the client may not be known even though he makes several visits.

The idea has been expressed that counseling records are no

more confidential than hospital records and that they should be available for research purposes. This idea cannot be general, however, since numbers are used twice as often as names in the files of the different Centers, and in all but two cases the number file was available to not more than two people.

Research. In asking the question about research it was hoped that the subjects given would be sufficiently specific so that each Center would get as a result more than just a general idea of the fields of investigation of all the others. This might have resulted in cooperation between Centers in furnishing each other with objective data about their own clients.

It is interesting to see that less than half the total number of Centers are making follow-up studies of their clients. It is difficult to understand how counseling procedure can be perfected unless the results of the methods used are known. On the other hand, it is obvious that there are many difficulties in the way of any follow-up system. The value of questionnaires for this purpose is doubtful since in many cases the client would not have the insight to evaluate the benefit received from his contact with the Center. To ask for an interview might spoil the relationship between counselor and client, and might conceivably be definitely unwise in some cases.

Of the seven who do follow-up work, six are keeping records in some detail. In only one case are the records in-

complete and unclassified. Of these same seven, six are doing research based on material gained while the case is active.

Staff. When the questionnaire was first made up there were no letters (a), (b), etc. given under duties, training, and experience to designate what information applied to the same staff member. Because of the way it was answered in one case when it was sent out on trial, the form was changed. In that case, all the duties, training, and experience were grouped so that it was impossible to tell what items applied to the different individuals.

There was another change in form in the questionnaire. Originally the heading "on call" was followed by duties, training, and experience as under the other two headings. This proved to be too vague and in the final form certain professions were specified. Those answering the first form of course did not have that list so that information is lacking from them in this particular matter. One of the original questionnaires was answered as follows. After "full-time members" was the number "2" with the notation "Subject to call at any time: council work, however, may average one hour a day, as yet." This has been interpreted to mean that there were really no full-time members on the staff and that there are two on call.

It would have been much better to have used the word "education" instead of "training", and to have specified degree,

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date, and school. "Training" implied experience also to several people, and since the heading "experience" was on the following page it was not noticed until after the previous heading had been filled out. As degree was not specified, in some cases where the name of the school is given it is not possible to know whether the staff member is a graduate of that school or merely took courses there.

An attempt has been made to take these points into consideration in summarizing the qualifications of staff members. In one case where the information was given about those members who were only doing the work of the parent agency, those qualifications have not been included.

Of those doing counseling in all the Centers, thirty-six are used as the basis of the following figures because sufficient details were given about their training and experience.

There were seventeen who received college or university degrees and did not go on for further degrees, although most of them took graduate courses. Their majors were public health nursing (3), psychology (2), sociology, psychology and sociology, physiology, law, ministry, and social work. For six of the seventeen, the majors were not given. The graduate courses taken were in public health nursing, sociology, psychology, education, psychiatry, and social work. One took advanced courses in anatomy, biology and bacteriology and one in the medical aspects of marriage.

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Of the eight who received a Master's, five were in social work and one was in physiology. Six were Doctors of Medicine, three of whom went on into psychiatry. Three have a degree of Doctor of Philosophy and one a degree of Doctor of Social Science. One has both an M.S.S. and M.D. and one the following degrees: M.A., S.T.M., Th.D., Ed.D. Some of these also took graduate courses beyond that necessary for their degrees in sociology, psychology, education, psychiatry, social work, and the medical aspects of marriage.

One of the counselors is a registered nurse.

By far the greatest amount of experience was in the fields of teaching and social work. Twelve have been teachers, and eleven have been in social work, the majority doing case work.

Foster gave biology, social sciences, home economics, and psychology as the minimum essentials for a counselor.⁴ Pratt concluded that the psychiatrist is the best suited to counseling and that those in other professions should not attempt it without supplementary training.⁵ Neither of these standards really apply to all those doing counseling. It is probable that very few, if any, of those now doing counseling had that particular profession as a goal and planned their education to fit them for

⁴ Robert G. Foster, "The Qualifications and Training of Counsellors on Marriage and Family Problems", Parent Education, III (April-May, 1936), 14.

⁵ George K. Pratt, "Doctors of Matrimony", The Survey, LXVII (January 1, 1932), 400.

1. Introduction

The purpose of this study is to investigate the effects of the proposed system on the performance of the system.

The study is organized as follows: Section 2 describes the system architecture, Section 3 describes the experimental setup, Section 4 describes the results, and Section 5 concludes the study.

2. System Architecture

The system architecture is shown in Figure 1. The system consists of a client and a server. The client is responsible for sending requests to the server, and the server is responsible for processing the requests and returning the results to the client.

The client is implemented using a web browser, and the server is implemented using a web server. The client and server are connected via a network.

3. Experimental Setup

The experimental setup is shown in Figure 2. The system is tested using a set of test cases. The test cases are designed to test the system's ability to handle different types of requests and return the correct results.

The test cases are executed using a test harness. The test harness is responsible for sending the test cases to the system and capturing the results.

4. Results

The results of the study are shown in Figure 3. The results show that the proposed system significantly improves the performance of the system compared to the baseline system.

5. Conclusion

The study concludes that the proposed system is effective in improving the performance of the system. The system is able to handle different types of requests and return the correct results.

6. Acknowledgments

The authors would like to thank the following people for their assistance in the study: [Name], [Name], and [Name].

7. References

[1] [Author], "Title of the reference," [Journal], [Year].

it. From the varied academic backgrounds, it would seem to be true that their counseling work developed because of their personality and attitudes toward those with whom they came in contact in their other work, rather than because of any specialized training. A general interest, of course, is apparent in people and their relationships to each other in the selection of majors and graduate courses.

The Client. Since only nine out of the nineteen Centers gave social data based on records concerning their clients, and since those data vary considerably, perhaps the most that can be said is that the majority of clients are women between the ages of 23 and 35, American-born whites, with at least a high school education. There is obviously no "typical" client.

Problems. Of the ten Centers listing the headings under which they classify problems for record purposes, eight use "premarital", seven "marriage adjustment", and five some heading covering problems concerning children and youth. In Table VI these problems are correlated with the statements of purpose and with the topics of discussion groups and courses.⁶

Only those Centers were used for which there were statements of purpose, classification of problems, and topics of

⁶ Cf. ante pp. 32, 33, 34.

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TABLE VI. CORRELATION BETWEEN THE PURPOSES, PROBLEMS, AND DISCUSSION TOPICS IN EIGHT CENTERS

Name	Subjects			
	Premarital	Marital	Family	Sex
Bernard - (Purpose Problems Topics)	x x x	x x x	x x x	x
Dearborn - (Purpose Problems Topics)	x x x	x x x		x
Duvall - (Purpose Problems Topics)	x x x	x	x x x	x
Gaylord - (Purpose Problems Topics)	x x x	x x	x	
Grant - (Purpose Problems Topics)	x x x	x x x	x x x	x x
Groves - (Purpose Problems Topics)	x x x	x	x x	x
Mudd - (Purpose Problems Topics)	x x x	x x x	x	
Weiser - (Purpose Problems Topics)	x x x	x x x	x	x x x

discussion groups or courses which included the headings "premarital", "marital", "family", or "sex". Although "family" was not always specified it was implied when parent-child relations or sibling relations were mentioned. The information for the Cincinnati Social Hygiene Society was taken from the annual report for 1939-1940.

This table shows to what extent the problems which actually come to the Center are those for which it was intended, as revealed by its statement of purpose. Out of a possible twenty-five correlations of purpose and problems there are twelve. There are fifteen instances out of a possible twenty-seven in which the problems are those that have been the subject of discussion groups or lectures. In ten cases out of a possible twenty-nine the purposes, problems, and topics are all concerned with the same subject. The lack of correlation of problems with purpose under "family" may be explained by the fact that some purposes specifically state their aim is to improve the family situation by dealing either with marital maladjustment or lack of adequate sex information.

Two of these eight Centers made a survey to determine the need of marriage counseling service in their community before starting. The other six did not. This does not mean, of course, that they were not familiar with their community situations. However, all but one of these six have adjusted their services to what was felt to be a changed need in the community; and that

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one has only been in existence a short time. Possibly the purposes as originally written, are not expressing the present recognized purposes of the organizations. On the other hand, it may be that in some cases the counseling service was started without knowing the real need in the community as it is now revealed by the problems which come to the Center.

Relation to the community. Of the fourteen Centers which consider their services unique in their community, seven made a survey before starting. It is interesting that in two communities, in both of which there are two Centers, one Center in each community considers its services unique whereas the other Center does not. None of the four amplified their replies.

Even in those situations where there is opposition to the work in the community, other agencies are cooperative in various ways. There is no Center which does not receive some cooperation from other agencies.

2. The second part of the document focuses on the challenges faced by organizations in implementing effective risk management strategies. It highlights the complexity of identifying and assessing risks, particularly in a rapidly changing environment. The text suggests that organizations should adopt a proactive approach to risk management, involving all levels of the organization and utilizing a variety of tools and techniques.

Table 1: Summary of Key Findings	
Findings	Recommendations
1. Lack of clear communication channels	1. Establish a clear communication structure
2. Inconsistent data collection methods	2. Standardize data collection procedures
3. Limited involvement of staff in decision-making	3. Encourage staff participation in decision-making
4. Poor record-keeping practices	4. Implement a robust record-keeping system
5. Inadequate risk assessment	5. Conduct regular risk assessments
6. Lack of training and development	6. Provide ongoing training and development
7. Poor time management	7. Prioritize tasks and manage time effectively
8. Limited resources	8. Seek external support and resources
9. Poor project management	9. Implement a project management framework
10. Lack of transparency	10. Promote transparency in all activities

CHAPTER V

IMPLICATIONS FOR NEW CENTERS

The purpose has not been fully attained for which this study was made; namely, of collecting a body of material about the organization of Family Consultation Centers which would serve as a framework on which groups, wishing to start such Centers, might build. However, certain generalizations may be made which should be helpful. The reasons why such a body of material was not obtained are significant and worth some consideration. They are presented first in order to clarify the whole picture before attempting to draw conclusions as to what is important for the success of a Center and what should be avoided if possible.

Section 1

Reasons for Lack of Definite Conclusions

There are two main reasons why it was not possible to reach definite conclusions about the proper structure on which to build a Family Consultation Center. The first is the fact that in reality very few such Centers exist; and the second is the lack of any structural uniformity of those that do.

Slow growth of movement. There is an assumption current that there has been a rapid growth of this movement in response

to a general demand for such a service. Neither the growth nor demand appear to exist to any large extent. At the end of the 11-year period since the first Center was organized in 1930¹ there are approximately twenty so-called Centers. This conclusion was reached after all possible sources were tapped to learn of others. Those to whom the directory of Centers was sent for additions and corrections are the individuals most familiar with this field of work. The National Conference on Family Relations which has a Committee on Marriage and Family Counseling, was not able to make any additions to the list in Your Marriage, giving that as the most complete and up-to-date. There seems to be no conceivable reason why information about other Centers would not be freely forthcoming if they were in existence. It can be definitely concluded, then, that there has been no rapid growth of the movement.

Term "Family Consultation Center". On the tentative directory sent to Bridgman he crossed out the heading, "Family Consultation Centers", making the notation "Not very true of any listed", and substituted "Offices and Persons Who Are Known to Offer Counseling on Marriage and Family Matters - or Who Claim to." Obviously this title is too long! But it suggests the dilemma with which one is faced if one tries to give a name

¹ Popenoe, loc. cit.

which will accurately describe all those in the group.

From the statements of purpose, classification of problems, and subjects used in discussion groups and courses it would seem that only a small minority are doing "family" counseling. The word "Center" implies a focal point or gathering-place and should not be applied to services which are part of another activity. Varying situations have called for different solutions, and it is misleading to group all these activities under one name. Probably the reason this has been done in the past is for ease in discussion. It may also have been due to lack of sufficiently detailed information about the nature of the various organizations.

Of the whole group, four² are definitely Family Consultation Centers, and three³ possibly are. The reason for a question in the author's mind about the latter is the fact that they do not use the word "family" in their names, although it would seem from the information received that they do family counseling. There are three⁴ Marriage Counseling Centers.

The distinction between marriage and family counseling would seem to lie in whether the objective is to give premarital

² American Institute for Family Relations, Association for Family Living, Family Relations Center, Marriage and Family Council, Inc.

³ Bureau of Marriage Counseling, Colorado Marriage Clinic, The Marriage Embassy.

⁴ Marriage Consultation Center of Boston, Marriage Counsel, Marriage Counsel Center.

advice to young couples and to help solve marital problems between husband and wife, or whether, in addition, the aim is to deal with all the phases of parent-child relationships. This distinction was the basis for the decision of the Marriage Study Association to call its consultation center The Marriage Consultation Center rather than Family Consultation Center.

The others in the group might be called Marriage and Family Counseling Services.

Obstacles to establishment of Centers. For the future of the movement it is worth while considering why the growth has been slow. Some of the factors which have stood in the way of a more rapid increase in the number of Centers are found in other social problems. Some are inherent in the very nature of the work. And some are the result of the lack of organization in the movement itself. Under the first group would fall such factors as lack of funds for social experimentation and investigation; competition between social agencies; the general inertia which all associations for social betterment have to deal with except in times of dramatic crises; and the inefficiency of the democratic process in organizing. In the second group is the attitude that marriage relationships are too intimate to discuss; the fact that marriage counseling is humorously associated with matrimonial bureaus, advice-to-the-love-lorn columns and fortune telling; and the opposition of one church to having its

members receive advice on personal matters from outside sources. In the third group are the lack of standards for the counseling profession and the lack of readily available detailed information about how Centers have been organized.

In recent years all experimental work in the social field has been held up because of the increasing limitation in funds available. Inasmuch as some work already in progress has had to stop before it was completed, it can be readily understood that new ventures cannot get support. Although social agencies are cooperative among themselves in many ways, because of the limited funds forthcoming in most communities it is natural that there should be some competition between them. It is easy to see why a new agency dealing with the family should seem superfluous, or why it should seem inadvisable for an old agency to take on a new activity. After all, there is never enough money to do as satisfactorily as could be wished, the work which is already being carried on.

As in all organizations which cannot produce spectacular results, public response to the marriage counseling center movement is difficult to obtain. At the present time, for example, British War Relief is dramatic enough to appeal to the imagination of everyone and is effectively getting funds which are needed for maintaining and building up local agencies.

The present war has demonstrated on a gigantic scale the comparative inefficiency of the democratic method of organizing.

This is also apparent in cooperative activity on a small scale. The people who are called upon to assist and who are willing to cooperate in an undertaking are always the busiest. They do not have time for the seemingly endless committee meetings which are really necessary for sound planning. It often happens that a job is given to an individual because of his availability rather than because of his fitness for that particular piece of work. Delays in formulating policies and carrying out plans are inevitable among volunteer workers. Exceptional leadership is necessary for any project undertaken as cooperative activity in order to insure success.

Attitudes toward the subject of marriage stand in the way of the development of Centers. Inhibitions against discussing one's intimate affairs are still strong. There is a great difference between going to an individual with whom one is well-acquainted for friendly advice, and going to a "Center" where "problems" are taken care of.

Those very phenomena which indicate a desire on the part of the general public for help in adjusting family difficulties, stand in the way of a scientific approach to meeting the need. Advice columns and radio programs dealing with marriage problems are associated often in people's minds with marriage counseling, and the result often is a flippant attitude toward the whole subject on the part of those whose support is needed. Without exception those who saw the name "Marriage Consultation Center"

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over the door of the Boston Center and who knew nothing about its serious purpose, made some humorous comment. Without exception, also, when the secretary was asked what her work was, upon being told she was asked if it was like a certain Sunday evening radio program; - this by teachers, doctors, and a psychoanalyst as well as by lay people.

It is obvious why, with the wide variety in the training of counselors, standards for the counseling profession have not been set up. This lack, however, has acted as a deterrent to obtaining the support of people who know enough about counseling to be wary of accepting everyone who claims to be doing it.

Lack of uniformity. Not only are there very few Centers upon whose experience one may draw, but they are all different. These differences are extremely valuable, but they make for confusion in this particular instance. There are, however, some general concepts which emerge.

Section 2

Considerations in Organizing

Some of the points to be considered in organizing a Family or Marriage Consultation Center would come up in starting any new venture in a community, but they need even more careful consideration in this connection because the whole idea is unfamiliar to most people and because so many Centers have been started

which have not been able to continue for any length of time.

Knowledge of community. The ideal way of learning about a community is to make a survey of all the counseling that is being done both by individuals and by agencies; of the educational projects carried on in the way of lectures, courses, and study groups; and of the attitude toward Family or Marriage Counseling Centers held by individuals in the community, both professional and lay people. If money is not available to pay for a survey and those interested do not have the time to make one, a great deal can be learned in an informal way. It is vitally important, however, to know what is being done and what is not being done along these lines and to know whether there is any demand for counseling which is not being met, and whether the community is ready for a Center.

This knowledge will help in determining whether it is better in a particular community to attempt to organize a Center or to interest an already existing agency in expanding its work, or whether, for the time being, it is better to take no action at all.

It will also help in deciding upon a location for a Center, which is an extremely important consideration since the location determines to some extent the impression which the Center makes and the type of individuals who avail themselves of its services.

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If housed in a business office building, for example, it would be more difficult to give the public assurance that it was not organized for profit; or if it were in a rather run-down neighborhood where palmists and crystal-ball gazers were well advertised, it would be harder to establish public confidence in the scientific training of the counselors and the soundness of the counsel which they would give.

The situation in some communities changes so rapidly that the information needs to be kept up to date. A survey made several years before the date of opening might not give a true picture of the actual conditions at the time.

Formulation of complete program. Tentative policies for the complete program should be set up before the Center is opened. The education program needs to be integrated with the counseling work. Clients come to a Center with a preconceived idea as to what they will get from it. This idea either helps or hinders the counseling procedure. The individuals who are carrying on the educational part of the program need to be thoroughly oriented to the counselor's point of view in order that they may present it in their talks and contacts.

A policy regarding the use of the library should be set up which will tie in with the counseling procedure. Clients may not receive the benefit from the Center which they might otherwise if they are allowed to borrow books which they themselves select.

The publicity program should be definitely coordinated with the whole program of the Center. It is really part of the educational work. Public relations need to be established on a sane basis with avoidance of the sensational. Unfortunately, newspapers want to stress the novel and romantic aspects of the project. Reporters want to get a good feature story. Articles written from the slant of "Ten good rules for keeping a husband" may furnish amusing reading, but they cast some doubts on the soundness of the counseling which the Center has to offer. Clients who come as a result of reading that type of newspaper story are not seriously concerned with working through their difficulties. Intelligent people who might use the Center themselves or recommend it to those with whom they come in contact, are alienated by this type of publicity.

Financial support. There is something of a vicious circle in attempting to start a Family or Marriage Counseling Center. People want to be sure of its value before giving it support and it has to have support in order to start. Unwarranted optimism about the future of such Centers, due in part certainly to the repeated statements that the movement is spreading rapidly, have caused many groups of individuals to start them who were not able to continue. It is recognized that the entrepreneur in business should have funds to carry him for a year or more before he can hope to be sufficiently well established to

The second part of the document provides a detailed overview of the various methods used to collect and analyze data. It describes the different types of data sources, such as surveys, interviews, and focus groups, and explains how this information is used to identify trends and patterns. The document also discusses the importance of ensuring the reliability and validity of the data collected.

The third part of the document focuses on the analysis and interpretation of the data. It describes the various statistical techniques used to analyze the data, such as regression analysis and correlation analysis, and explains how these techniques are used to draw conclusions from the data. The document also discusses the importance of considering the context of the data and the potential limitations of the analysis.

The fourth part of the document discusses the implications of the findings and the need for further research. It outlines the key findings of the study and discusses the implications of these findings for the financial system. The document also identifies areas for further research and provides recommendations for future studies.

The fifth part of the document provides a summary of the findings and conclusions. It reiterates the importance of maintaining accurate records and the need for transparency and accountability. The document also provides a final summary of the key findings and conclusions of the study.

expect any profit. It should be even more obvious that a counselor should have another source of income to support him for a year or two before he can expect sufficient financial support from the community.

Identity of Center with an Individual. The American Institute of Family Relations is identified in people's minds with Popenoe, just as the Marriage Counsel of Philadelphia is identified with Mudd. The author is firmly convinced that an "idea" is not sufficient to attract public support; a personality is necessary to establish confidence in an organization and build loyalty to it.

Very few people are sufficiently mature to accept the value of an idea. Those that are probably are not in need of counseling. As a result of the present educational process, the majority believe a thing "because someone said so"; they rally to a cause because they are impressed by the personality of the leader; they go to a doctor because he treated a friend successfully, not because of his professional standing.

Even in large medical clinics and child guidance clinics, such as the Lahey Clinic and Judge Baker Guidance Center, the personalities of the directors are still responsible in a large part for public confidence, although another element is also responsible; a long history of successful treatment.

It is therefore extremely important in establishing a Center that the director or counselor be chosen with than in

The first part of the paper is devoted to a general discussion of the problem of the origin of life. It is shown that the problem is not only a scientific one, but also a philosophical one. The scientific aspect of the problem is concerned with the question of how life arose from non-life. The philosophical aspect is concerned with the question of whether life is a necessary part of the universe or whether it is a mere accident.

The second part of the paper is devoted to a discussion of the various theories of the origin of life. These theories are divided into two main groups: the theory of spontaneous generation and the theory of biogenesis. The theory of spontaneous generation is the older of the two and is based on the idea that life can arise from non-life. The theory of biogenesis is the newer of the two and is based on the idea that life can only arise from pre-existing life.

The third part of the paper is devoted to a discussion of the evidence for the theory of biogenesis. This evidence is of two kinds: direct evidence and indirect evidence. Direct evidence is evidence that is obtained from experiments. Indirect evidence is evidence that is obtained from observations of the natural world.

The fourth part of the paper is devoted to a discussion of the implications of the theory of biogenesis. It is shown that the theory of biogenesis has important implications for our understanding of the origin of life and for our understanding of the nature of life itself. It is also shown that the theory of biogenesis has important implications for our understanding of the relationship between science and religion.

mind. Preferably he, or she, should be an individual who is already well known, at least by professional people and agencies who will be sources of referrals. If not already well known, he should be given every opportunity to let people become acquainted with him, through lectures, writings, and so forth. Confidence in him as an individual - in his judgment, trustworthiness, understanding, knowledge, and vision - should be the focus around which confidence in the Center is built.

Section 3

The Future of "Family Counseling"

Jensen has made the following statement: "If family counseling is not to operate in a vacuum, it must consider the family as a dynamic unity of interacting personalities and must become the inclusive art of social guidance concerning all the interpersonal relationships that arise within it."⁵ He might have said that counseling is not family counseling unless it meets those requirements.

Marriage counseling may be a necessary step in the development of the more inclusive family counseling. At the present time, in the research that is being carried on, in the educational projects, and in the counseling itself there is an emphasis

⁵ Howard E. Jensen, "Mental Hygiene and Family Counseling", Social Forces, XVII (October, 1938) 90.

In conclusion, the company has shown strong growth in sales and revenue, but it also faces challenges in managing costs and maintaining profitability. The management team is committed to addressing these challenges and ensuring the company's long-term success.

The following table provides a detailed breakdown of the company's revenue for the quarter. It shows that sales have increased by 15% compared to the previous quarter, which is a positive trend. However, the cost of goods sold has also increased, leading to a slight decrease in gross profit. The table also shows the company's expenses and how they have been managed. It notes that while some expenses have increased, such as marketing and research and development, others have been kept under control.

The final part of the document provides a summary of the company's financial performance and offers some recommendations for future growth. It notes that the company has shown strong growth in sales and revenue, but it also faces challenges in managing costs and maintaining profitability. The management team is committed to addressing these challenges and ensuring the company's long-term success.

on the marital relationship. Perhaps this present emphasis is necessary because of the hitherto unnatural suppression of any discussion of the subject.

The situation seems similar to that in the parent-education movement. Recent research in the mental hygiene and physical hygiene of the pre-school child resulted in an extreme emphasis on certain techniques and disregarded the parent as a human being in relationship to the child as another human being. That emphasis has markedly changed in the last few years so that now, in order to help the child the whole family receives consideration.⁶ It is quite possible that after sex and marital relationships become less sensational subjects, they may take their place in the whole family picture as an expression of the family relationship rather than as an isolable factor in it. We may then find that marriage counseling will develop into family counseling.

Section 4

Further Research Indicated

A study of those Centers and Services which are no longer functioning should be made, covering the same points which were used in this study. A comparison of the data of the two studies

⁶ Sidonie Matsner Gruenberg, "Parent Education", The Annals, CCXII (November, 1940) 81-87.

might reveal weaknesses in organization in the one group which did not exist or which were overcome in the other. The Marriage Study Association expects to make such a study in the near future.

Data about the communities in which Centers are now located would be valuable. Information should be obtained about the existence of a council of social agencies and a community fund system; on the activity of churches and schools in education for family life; and on the attitudes of professional and lay people toward the Center; how important they think its place is in the community.

Research is needed in the field of counseling techniques and procedure. The case work method, the psychiatric approach, and the single interview all need studying from the angle of feasibility as well as success in treatment. It would make an interesting study if one individual presented his problem to a number of different counselors to see how varied the approaches to solving it might be.

A B S T R A C T

ABSTRACT

ABSTRACT

In order to secure data which would be helpful to groups desiring to start Family Consultation Centers, it was decided to send a questionnaire to the Centers now functioning in the United States for information about their founding and plan, staff members, clients, services, and relation to their communities. The work was not intended to include individual counselors or Centers in other countries. No questions were asked about counseling procedure as there is another study in progress which deals with that subject.

The term "Center" as it is used in this paper refers to both Family and Marriage Counseling Centers which function independently of any other organization and those Marriage and Family Counseling Services which are part of the activity of some other organization.

The literature in the field has been concerned chiefly with the value of marriage and family counseling, techniques of counseling, and the necessary qualifications for a counselor. The details of organization of Family Consultation Centers have received comparatively little attention.

A directory of Centers to be used in the study was compiled by using lists previously published and sending them to authorities in the field for corrections to bring them up to date. Additions were made from reports in current periodicals and

eliminations resulted from information received through correspondence.

The response to the questionnaire was most satisfactory. Nineteen questionnaires out of twenty-five were returned, all but three of which were fully answered.

The majority of questions were asked in such a way that they could be checked when the answer was "yes". Multiple choices were given with the hope that they covered all probable situations, but there was space for individual cases which did not come under any given choice. The other questions asked required a number or other data. All the affirmatives were added and the material given in answer to the other questions was summarized. The facts thus gathered were interpreted wherever necessary in the light of possible misunderstanding of the questions and further information given in reports, letters, and articles.

Certain of these facts are illuminating. The majority of Centers are the outgrowth of the work of some organization, while only about a third were started by a group of individuals representing different interests in the community. Only two Centers are entirely self-supporting and four are wholly dependent, while the others are partially self-supporting. Less than half the total number of Centers are making follow-up studies of their clients and of these all but one are doing research based on material gained while the case is active.

Answers to the questions concerning education and experience of staff members indicate a wide range in both. The emphasis in education was on psychology and sociology, and the greatest amount of experience was in the fields of teaching and social work.

Data about clients showed that there is no "typical" client. The most that can be said is that the majority are women between the ages of 23 and 35, American-born whites, with at least a high school education.

There is less correlation than might be expected between the stated purposes of the Centers, the problems which are brought to them, and the topics which receive major emphasis both in the discussion groups and courses which the Centers either sponsor or furnish leaders for. There seems to be a relationship between this lack of correlation and a failure to make a survey of the community before starting.

The information obtained was not sufficient to warrant attempting to construct a framework of organization on which groups wishing to start Family Consultation Centers, might build. There are two main reasons why it was not possible to reach definite conclusions about such a structure. The first is the fact that in reality very few such Centers exist; and the second is the lack of any structural uniformity of those that do.

There are at the outside, seven Family Consultation Centers and three Marriage Counseling Centers, and approximately fifteen

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Marriage or Family Counseling Services. The difference between Center and Service lies in whether it is an independent activity or part of the work of another organization; and the distinction between marriage and family counseling may be drawn on the basis of whether or not all phases of parent-child relationships are considered or just premarital and marital problems.

Some of the factors which have stood in the way of a more rapid increase in the number of Centers are found in other social problems; some are inherent in the very nature of the work; and some are the result of the lack of organization in the movement itself.

Although, as has been stated, a detailed plan of organization could not be made as a result of the study, there are certain points which can be concluded. Perhaps the most important is the necessity of knowing the community situation thoroughly. Another point is the need of formulating a complete program before inaugurating any part of it. The fact that there is very little chance of the Center's being self-supporting should be recognized in advance. And the choice of a counselor should be made with the understanding that people will go for counsel to an individual whom they know and trust, but are not yet ready to accept the abstract theory of marriage counseling.

It would seem that marriage counseling is a step in the development of the more inclusive family counseling.

Further research is indicated. A study of those Centers and

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Services which are no longer functioning should be made, covering the same points which were used in this study. A comparison of the data of the two studies might reveal weaknesses in organization in the one group which did not exist or which were overcome in the other. Data about the communities in which Centers are now located would be valuable, covering such items as the existence or non-existence of a council of social agencies and a community fund system; the activity of churches and schools in education for family life; and the attitudes of professional and lay people toward the Center. Research is also needed in the field of counseling techniques and procedure.

A P P E N D I X

APPENDIX

APPENDIX A

1. DIRECTORY OF CENTERS FURNISHING DATA AS A BASIS FOR THE STUDY

CALIFORNIA

Los Angeles. American Institute of Family Relations
607 South Hill Street
Dr. Paul Popenoe, General Director

San Francisco. Family Relations Center
2504 Jackson Street (formerly 1200 Hyde Street)
Henry M. Grant, Director

COLORADO

Denver. Colorado Marriage Clinic
C. A. Johnson Building
Dr. William S. Bernard, Director

CONNECTICUT

Greenwich. Greenwich Marriage Counsel (formerly
Marriage Counsel Bureau)
38 Arch Street
Dr. A. Louise Brush, Counselor

DISTRICT OF COLUMBIA

Washington. Social Hygiene Society of the District
of Columbia
927 Fifteenth Street, N. W.
Ray H. Everett, Executive Secretary

ILLINOIS

Chicago. Association for Family Living
220 South State Street
Mrs. Evelyn Millis Duvall, Executive Director

Chicago. The Marriage Embassy
4846 Sheridan Road
A. H. Hirsch, Ph. D., General Director

MASSACHUSETTS

Boston. Counseling Service
Massachusetts Society for Social Hygiene
316 Huntington Avenue
Lester W. Dearborn, Counselor

Boston. Marriage Consultation Center
268 Huntington Avenue
Mrs. Marie Carden, Executive Secretary

MICHIGAN

Detroit. Merrill-Palmer Service
71 Ferry Street, East
Dr. Robert G. Foster

MISSOURI

Kansas City. Human Relations Committee
Kansas City Social Hygiene Society
1020 McGee Street
Mrs. F. H. Ream, Executive Secretary

NEW YORK

Floral Park. Marriage Adjustment Bureau
Sewanhaka High School
Dr. Theodore V. Moldenke

New York City. Bureau of Marriage Counsel and
Education, Inc.
54 West 53rd Street
Dr. Valeria Hopkins Parker, Director

NORTH CAROLINA

Chapel Hill. Marriage and Family Council, Inc.
Mrs. Gladys Hoagland Groves, Director

OHIO

Cincinnati. Family Adjustment Bureau
Cincinnati Social Hygiene Society
312 West 9th Street
Richard W. Weiser, M. D., Executive Secretary

OHIO (continued)

Cincinnati. Family Consultation Service
Associated Charities
312 West 9th Street
Mrs. Anna Budd Ware, Director

Cleveland. Maternal Health Association
2101 Adelbert Road
Gladys Gaylord, Executive Secretary

PENNSYLVANIA

Philadelphia. Marriage Counsel
253 South 15th Street
Mrs. Stuart Mudd, Director

Pittsburg. Marriage Counsel Center
1200 Standard Life Building
Dr. Dora H. Klemer, Executive Director

2. LIST OF CENTERS NOT RETURNING QUESTIONNAIRES

CALIFORNIA

San Francisco. Alto Psychologic Center
126 Post Street
Dr. Herman de Fremery

NEW YORK

New York City. The Family Guidance Service¹
342 Madison Avenue
William Rothenberg

New York City. Marriage Consultation Center
Community Church
550 West 110th Street
Dr. Hannah Stone, Director

3. ORGANIZATIONS ABOUT WHICH NO INFORMATION WAS

RECEIVED

INDIANA

South Bend. Marriage Counselor and Marital Health, Inc.
2606 Pleasant Street
John Quincy Ames

¹ Insufficient information was obtained to be certain whether it is a Center or an individual counselor

NEW YORK

Brooklyn. Good Will Court
New Eagle Building
26 Johnson Street
Judge Nathan Sweedler

New York City. Jewish Institute on Marriage and the Family
New York State Conference on Marriage and the Family
40 West 68th Street
Dr. Sidney E. Goldstein

NORTH CAROLINA

Greeneville. Council on Family Relations
M. L. Wright

4. FORMER CENTERS NOW INACTIVE, WITH AUTHORITY FOR
SO CLASSIFYING THEM

CONNECTICUT

Hartford
Central Congregational Church (Mudd)

New Haven. Family Affairs (Popenoe)
145 Church Street

Waterbury. Waterbury Life Adjustment Center (Mudd)
2nd Congregational Church
10 Holmes Avenue

DISTRICT OF COLUMBIA

Washington. Life Adjustment Center
Mt. Pleasant Congregational Church (Janney)

HAWAII

Honolulu.
Social Hygiene Association of Hawaii (Popenoe)
Roswell Johnson, General Director

MASSACHUSETTS

Boston. The Craigie Foundation (Letter 1/13/41)
176 Marlborough Street

Roxbury. Family Consultation Center (Janney)
New England Hospital for Women and Children
Dimock Street

MICHIGAN

Detroit. Family Relations Bureau (Popenoe)
Detroit Social Hygiene Conference
Witherall at Montcalm Street
Edith H. Swift, M. D., Director

MISSOURI

St. Louis.
Missouri Social Hygiene Association (Letter 3/3/41)
3713 Washington Boulevard
Harriet S. Cory, M. D.

NEW YORK

Brooklyn. Consultation Service of the Church of
the Holy Trinity (Mudd)
Clinton and Montague Streets
Rev. H. W. Dresser, Director

Brooklyn. Consultation Service of the Church of
the Saviour (Mudd)
Pierrepont Street and Monroe Place
Rev. H. W. Dresser, Director

Brooklyn. Women's Good Will Court (mailing returned
"unknown")
3078 Coney Island Avenue
Brighton Beach

Buffalo.
Asbury Methodist Church (Letter 1/17/41)
Delaware and Tupper Streets

New York City. Family Consultation Bureau²
 Child Development Institute
 Teachers College, Columbia University
 Dr. Lois Hayden Meek, Director

New York City. Family Consultation Service (Mudd)
 St. Mark's-in-the-Bouwerie

New York City. Institute of Family Relations in the
 City of New York, Inc. (Mudd)
 45 West 9th Street
 Victor G. Pedersen, M. D., Director

Syracuse. Family Consultation Service (Letter 4/5/41)
 Park Central Presbyterian Church
 504 East Fayette Street
 Dr. Katharine W. Taylor, Consultant

OHIO

Cleveland. Marriage Guidance Service (Mudd)
 Old Stone Church

Dayton.
 Court of Domestic Relations (Letter 4/21/41)
 Judge Arthur Markey

PENNSYLVANIA

Lewisburg. Institute for Marriage and Family
 Guidance (Letter 1/15/41)
 140 South Front Street
 Prof. Meyer E. Nimkoff, Director

Uniontown. Family Guidance Counsel (Letter 5/27/41)
 119 East Fayette Street
 Rabbi Samuel Glasner, Director

² Margaret Gilbert Benz, Ph.D., Family Counseling Service in a University Community (New York: Bureau of Publications, Teachers College, Columbia University, 1940) 5

5. ORGANIZATIONS AT SOME TIME LISTED AS CENTERS, NOT
INCLUDED IN STUDY FOR REASONS GIVEN

DISTRICT OF COLOMBIA

Washington.

Family Service Association
1022 11th Street
(Letter 1/7/41. "Does not operate a separate
Marriage Consultation Center.")

ILLINOIS

Chicago. Consultation Service of Illinois
Social Hygiene League
9 East Huron Street
(Letter to Mudd 1/40. "We have no marriage
counseling service.")

Chicago.

Jewish Social Service Bureau
800 Selden Street
(Letter 1/27/41. "Not a Marriage Consultation
Center.")

MICHIGAN

Detroit. The Marriage Counsel Clinic
1055 Fisher Building
(Leaflet - premarital birth control instruction)

Detroit. Modern Marriage Clinic
Northeastern YMCA
("Not a permanent Center," Foster)

NEW JERSEY

Newark

Newark Social Service Bureau
42 Bleecker Street
(Letter 3/3/41. "No such plan in existence here
in Essex, or in our particular city.")

NEW YORK

New York City. Consultation Service
Child Study Association of America
221 West 57th Street
(Letter 2/21/41. Child Guidance Center)

NORTH CAROLINA

Durham.
Family Service Association
(Letter 5/5/41. Marriage and family counseling
not separated from other work.)

OHIO

Cincinnati.
Cincinnati Committee on Maternal Health
Academy of Medicine
("Birth control," Mudd)

Cleveland. Institute of Family Service
The Associated Charities
1001 Huron Road
(Letter 3/11/41. "More like a Family Welfare
Agency.")

OREGON

Portland.
Oregon Social Hygiene Society
2011 N. W. Lovejoy Street
(Questionnaire returned. Society no longer in
existence. Individual counseling)

VIRGINIA

Richmond. Family Consultation Service
Children's Memorial Clinic
1001 East Clay Street
("Children's work," Mudd)

APPENDIX B

Q U E S T I O N N A I R E

on the

ORGANIZATION OF FAMILY CONSULTATION CENTERS

QUESTIONNAIRE
on the
ORGANIZATION OF FAMILY CONSULTATION CENTERS

The purpose of this questionnaire is to secure information from the Family Consultation Centers now functioning in the United States as to their founding and plan, staff members, clients, services, and relation to their community, which will be of value to those already in the field and particularly to others who may wish to start such centers.

This survey is being made by the Marriage Study Association of Boston under the direction of Professor Albert Morris of the Department of Sociology, Boston University Graduate School.

Marie Carden
Sharon, Massachusetts

January 1941

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I. FOUNDING AND PLAN

Month

Year

1. Date of opening

2. Started by:

Check
Yes

a. Individual

b. Group of individuals

What agencies in the community did they represent?

c. Outgrowth of activity of an agency already in existence

Name and work of agency

d. Other (describe)

3. Statement of purpose:

4. Housed in:

a. Office building

Educational institution

Church

Social Agency

Other (describe,

d. Number of rooms used wholly or partly for: reception ____;
office, ____; consultation ____; testing ____; other ____; (describe)

Which services share rooms?

5. Financial set-up:

Check
Yes

a. Entirely self-supporting _____

b. Partially self-supporting _____

c. Entirely dependent _____

d. Sources of income

Fees _____

Range ____ to ____ Average ____

Are they adjusted to client's ability to pay . . . _____

Do they vary with service rendered _____

Endowment _____

Proportion of total income ____%

Membership dues _____

Proportion of total income ____%

Private gifts _____

Proportion of total income ____%

Community Fund _____

Proportion of total income ____%

Another agency _____

Proportion of total income ____%

6. Records:

a. Are clients' names used in files _____

Or is a number used for each individual _____

To whom is the number index available?

7. Hours: Check
Yes
- a. Office open part-time _____
- Hours _____
- b. Office open full-time _____
- Did you start on part-time basis _____
8. Research:
- a. Are you getting information along certain lines from
all clients for research purposes _____
- In what particular fields?
- b. Are you making follow-up studies _____
- If so, have you had satisfactory response?

II. THE STAFF

- | | |
|-------------------------------------|-------------------------------------|
| 1. Full-time members (number) _____ | 2. Part-time members (number) _____ |
| a. Duties of | a. Duties of |
| (a) | (a) |
| (b) | (b) |
| (c) | (c) |
| (d) | (d) |
| b. Training of | b. Training of |
| (a) | (a) |
| (b) | (b) |
| (c) | (c) |
| (d) | (d) |

Full-time members (continued)

Part-time members (continued)

c. Experience of

c. Experience of

(a)

(a)

(b)

(b)

(c)

(c)

(d)

(d)

d. Salary of

d. Salary of

(a)

(b)

(a)

(b)

(c)

(d)

(c)

(d)

3. On call (number of each)

a. Physicians ____ b. Lawyers ____ c. Psychiatrists ____

d. Psychologists ____ e. Specialists in Home Economics ____

f. Others ____ (describe)

g. Are they paid individually by the client or by the Center?

4. Are all your staff members married?

If not, which ones are unmarried?

III. THE CLIENT (Only give numbers in those classifications on which you already have the detailed records)

1. Total Number (covering one-year period) ____

2. Age: range ____ average ____

3. Sex: (number of each) a. Men ____ b. Women ____

4. Race: (number of each)

a. White ____ b. Negro ____

c. Oriental ____ d. Mexican ____

5. Nationality: (number of each)

a. Native-born American ____ b. Others (use your own classification)

THE CLIENT (continued)

6. Religion: (number of each)

a. Protestant ____

b. Catholic ____

c. Jewish ____

d. Others ____

7. Occupational group: (number of each)

a. Professional ____

b. Semi-professional ____

c. Skilled ____

d. Semi-skilled ____

e. Unskilled ____

(Use your own classification if this is unfamiliar)

8. Educational group: (number of each)

a. Through 8th grade ____

b. Through high school ____

c. Through college ____

d. Graduate work ____

9. Marriage status: (number of each)

a. Single ____

b. Engaged ____

c. Married ____

Length of marriage: range _____ average _____

d. Separated ____

e. Divorced ____

f. Widowed ____

10. Reason for visit (number of each)

a. Information ____

b. Education ____

c. Guidance and adjustment ____

d. Other (describe)

IV. SERVICES

1. Individual Counseling

a. Referrals to other agencies (number) ____

b. Duration of contact.

Number of months: range _____ average _____

Number of visits: range _____ average _____

Individual Counseling (continued)

c. Classification of problems for your records:

Is classification based on (check)

Problem as presented by client ____

Problem as first seen by counselor ____

Problem as finally revealed ____

Under what headings do you classify problems for your records?
(name)

- | | |
|--|--------------|
| | Check
yes |
| 2. Library: do you have a library which is available to clients | _____ |
| 3. Discussion groups: | |
| a. Do you hold them under the auspices of the Center | _____ |
| b. Do you furnish leaders if other organizations wish
to sponsor them | _____ |
| c. What subjects receive chief emphasis? (name) | |
| | |
| 4. Courses: | |
| a. Do you give courses in connection with the Center | _____ |
| b. Do you cooperate in presenting courses at other institutions | _____ |
| c. What subjects are given the greatest amount of time? (name) | |
| | |
| 5. Published material: | |
| a. Do you publish leaflets | _____ |
| At regular intervals | _____ |
| b. Is it your policy to contribute articles to magazines . . | _____ |
| c. Other publications (name) | |

V. RELATION TO THE COMMUNITY

- | | Check
Yes |
|--|--------------|
| 1. Before starting, did you make a survey to determine the need of marriage counseling service in your community | _____ |
| 2. Do other agencies cooperate with you by | |
| a. Referring cases to you | _____ |
| b. Making their services available to your clients | _____ |
| c. Working with you on some community project | _____ |
| d. Helping in an advisory capacity | _____ |
| e. Other ways (describe) | |
| 3. Has there been any opposition to your work in the community (describe) | _____ |
| 4. Are your services unique in your community | _____ |
| 5. Has the need in the community changed so that you have had to adjust your service to meet it | _____ |
| Along what lines? (describe) | |
| 6. Publicity: | |
| a. Are the newspapers cooperative in giving you publicity | _____ |
| b. What other sources of publicity do you use? (name) | |
| c. Do you maintain a file of clippings | _____ |

REMARKS:

APPENDIX C

DUTIES, TRAINING, EXPERIENCE AND SALARIES OF STAFF MEMBERS, GROUPED BY CENTERS

FT indicates full time and PT means part time

1. Executive, FT
2. Secretarial, PT
3. Negro assistant R.N., PT

1. Executive, FT

Duties:

Education: Boston School of Social Work

Experience: Children's Agency, Employment Manager, Adult Education, Simmons College Endowment Drive

Salary: \$291.66 a month

2. Assistant Executive, FT

Duties: counseling, speaking, supervision - community contacts

Education: Western Reserve University School of Applied Social Sciences, 1924 (Family case work)

Experience: student supervisor and district secretary - 15 years, in public and private Family Agencies

Salary: \$208.33 a month

3. Head nurse, FT

Duties: counseling, speaking, training student nurses

Education: Western Reserve University Public Health Nursing

Salary: \$175 a month

- 4 - 7. Staff nurses, FT

Duties: counseling, speaking, training student nurses

Education: (2) post-graduate course in Western Reserve University Public Health Nursing, (1) Public Health Nursing, Teachers College, Columbia, Neurological

Institute, (1) post-graduate course in School of Nursing, Ohio State University

Experience: All nurses have had experience as public health nurses in field work and as supervisors

Salaries: (2) \$145, (1) \$135, (1) \$85 (part time) a month

8. Counselor, PT

Duties:

Education: Western Reserve University Public Health Nursing

Experience: instructor in Public Health Nursing, University Nursing District, Cleveland

Salary: \$7 a day

1 - 4. PT

Duties: counseling, teaching and speaking to classes in educational institutions and lay groups, writing records, staff meetings

Education: (1) pediatrics, (1) medical research plus graduate social work and sociology, (1) psychiatric social work, (1) psychiatry

Experience: medical staff position, social work position, teaching position

Salaries: Counselors paid per time rendered the service and per experience, two are on basis of \$1500 per year for half time

1. Office manager, FT

1. Confidential secretary, FT

Duties: Keeps records, makes appointments, arranges lecture schedules, handles correspondence, makes appointments with other consultants, receives clients, etc.

Education: college graduate, majored in psychology plus business school training

Experience: several years' experience in the field of applied psychology as well as in secretarial work and office management

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2. Chief consultant, PT

Duties: organizer, director, and counselor

Education: university graduate, majored in psychology plus special courses in anatomy, advanced biology, bacteriology, plus professional courses on graduate level in this and allied fields

Experience: high school submaster for nine years with the responsibility of supervising and counseling with "problem" boys and girls and their parents for six of them, vocational adviser and training officer with Federal Board of Vocational Education for two years, superintendent USVB Resident Vocational School of Borderline Psychiatric Cases for four years, * research in industrial psychology as consultant on special project for one year, * psychological consultant at Franklin Union in Boston for 15 years, * consultant in family relations at the Boston Young Men's Christian Association in personal and marriage problems and premarriage education for fifteen years, * instructor in Social Hygiene at Boston University for ten years, * lecturer on sex, courtship, marriage and domestic relations for Massachusetts Society for Social Hygiene for ten years, private practice as lecturer and counselor in same field since 1926
(* indicates years of service run concurrently)

1. Counselor and psychiatrist, PT

Duties:

Education: B.A. Barnard College, 1925

M.D. College of Physicians and Surgeons, Columbia
Interne Englewood Hospital for one year, psychiatric interne New York State Psychiatric Institute for one year, resident physician Bloomingdale Hospital for four years, externe New York Neurological Institute for six months

Experience: Markel Fellow Austen Riggs Foundation for one year, assistant psychiatrist at Presbyterian Hospital, Vanderbilt Clinic, and Payne Whitney Clinic all of New York City, assistant research psychiatrist at Columbia University

Salary: \$5 an hour and volunteered time



2. Assistant counselor, PT

Duties: follow-up visits, making appointments, interviews

Education: graduate of St. Lukes Hospital, New York City

Experience: five years' nursing of various types, eight years of Maternal Health work in New York City and Greenwich

Salary: \$87.50 per month and volunteered time

1. Executive director, FT

Duties: leads groups, counsels, represents Association in all activities locally and out of city

Education: B.S. Syracuse University, 1927, Home Economics
M.S. Vanderbilt University, 1929, Physiology
Further graduate work in psychology, sociology and education at the University of Chicago, Northwestern University, George Peabody College, and Advanced School of Education at Columbia University; special study at the Institute for Juvenile Research, Chicago

Experience: instructor in marriage and family relations, leader for community institutes and conferences throughout the Midwest, director of counseling at Lake Geneva Youth Camps for three summers, national counselor of The National Council of Church Women

2. Group leader, PT

Duties: leads groups, counsels

Education: B.S. William Smith College, 1929, Psychology
M.A. Smith College, 1932, Psychiatric Social Work

Experience: case worker Family Welfare Society, Niagara Falls, New York, psychiatric worker at the Institute for Child Guidance in New York City, consultant case worker at the Illinois Children's Home and Aid Society of Chicago, mental testing under supervision of psychologist, psychiatric treatment of problem children at the Evanston Receiving Home of the Illinois Children's Home and Aid Society, conducted group meetings with New York public school teachers

Salary: fee basis

3. Group leader, PT

Duties: leads groups, counsels

Education: Teachers Diploma, Kansas State Teachers College
B.S. Teachers College, Columbia
Graduate work at Columbia

Experience: chairman of Parents' Groups of the Institute of Child Development of New York City, supervisor of Church Vacation Schools, Evanston, Illinois, teacher of adolescents at Riverside Church in New York City for five years, lecturer in parent education with the Child Study Association of America for five years and under the Federation of Churches in New York City, leadership training work in Nassau County, Long Island, and in Chicago

4. Group leader, PT

Duties: leads groups, counsels

Education: B.A. University of Minnesota, Sociology and Anthropology
Courses at New York School of Social Work and New School for Social Research

Experience: field work in group work, medical clinics, family case work, child welfare agencies with dependent, neglected and delinquent children, family visitor with the United Charities of St. Paul, on the Ramsey County Child Welfare Board working with the unmarried mothers group as court representative where paternity was established, with the East Side Settlement House in New York City doing nursery school work, menu planning, etc., with Illinois Children's Home and Aid Society

5. Group leader, PT

Duties: leads groups, counsels

Education: University of Iowa, graduate work in psychology, psychiatry and sociology at the university of Colorado

Experience: research assistant in sex education at the university of Minnesota, lecturer in sex education at Cleveland and Cincinnati Social Hygiene Societies, instructor in family relationships at the University of Vermont summer sessions, author of New Patterns in Sex Teaching, Being Born, Sex Education in the Home, Love at the Threshold

6. Group leader, PT

Duties: leads groups, counsels

Education: B.S. and A.B. University of Missouri, 1914
Psychology, Education, and Social Science
Graduate work in psychology, social service,
psychiatry, child welfare, and education at the
University of Chicago, and in parent education and
adolescent psychology at the Advanced School of
Education, Columbia; graduate seminar in religious
education at the Hebrew Union College, Cincinnati

Experience: high school teacher for ten years, head of
Psychology Department of Kendall College for nine
years, supervisor of Child Care Teachers of the
W. P. A. in Chicago, supervisor of teachers and
teacher at Sinai Religious School for eight years,
and author of pamphlet "Outlines for Teachers in
Child Care".

7. Psychiatrist, PT

Duties:

Education: B.A. Rockford College
M.S.S. Smith College, Psychiatric Social Work
M.D. University of Chicago
Internship at the Women's and Children's Hospital
in Chicago, psychiatric training at the Institute
for Juvenile Research, Psychiatric Institute of
the University of Illinois, and Institute for
Psychoanalysis

Experience: as psychiatric social worker in the Psychological
Clinic at Louisville, Kentucky, for two years, in
the Pediatrics Department of the Vanderbilt Hospital
at Nashville, Tennessee for nine months, and at the
Billings Hospital for one and a half years; as
psychiatrist at the Institute for Juvenile Research,
Scholarship Association for Jewish Children, Druce
Lake Camp, and Douglas Smith Foundation

Salaries for 3 - 7: fee basis

1. Executive secretary, FT

Duties: everything

Education: LL.B.

Experience: editorial, casework, lecturer, social analyst



1. Executive director, FT

Duties: consultant

Education: A.B. University of Washington
Life Teaching Certificate

Experience: teacher and high school principal, executive secretary of the Oregon Social Hygiene Society, started and developed work in San Francisco since 1926, lecturer in University of Oregon, university of California and San Francisco State College Extension Divisions, author of articles and pamphlets

Salary: \$5,400 - since 1931 this salary has always been renounced in part according to the Center's income

2. FT

Duties: secretary and librarian

Experience: wife of executive director and worked with him throughout his career

3. PT

Duties: office assistant

Education: two years' college work in social sciences

Salary: volunteer

4. PT

Duties: program director

Education: A.B. University of California

Experience: ex-juvenile court worker

Salary: volunteer

1 - 4. PT

Duties: interviewing, counseling, recording, lecturing, leading discussion groups, studying the field and planning to meet recognized needs, etc.

Education: university graduates, (1) M.SW., (1) Ph.D., (1) B.D., specialized advanced training in pertinent fields, without advanced degrees, - chief emphases sociology, psychiatric social work, psychology, social work, medical aspects

of marriage

Experience: ministry, teaching, social work, previous private and professional consultation work in connection with professions of teaching, social work, ministry

Salary: 95% of fee paid (if any)

1. Executive secretary, FT

Duties: represents Center in community, answers correspondence, makes appointments, keeps records and accounts, receptionist, librarian, research

Education: B.S. Simmons College, 1920, Secretarial School
M.A. Boston University, 1941, Sociology
Certified as Lay Leader in Parent Education by
State Department of Public Health

Experience: business manager of YWCA summer camp, secretary in the Industrial Studies Division of Russell Sage Foundation, New York City, in the Harvard University Committee on Economic Research and in the Congregational Education Society, organizer of a cooperative nursery school, well-child clinics, and parent education institutes, leader of parent education discussion groups, assistant in the Boston University Department of Student Counseling

2. PT

Duties: counseling

Education: B.S. and M.S. Simmons College, Psychiatric Social Work, seminar at Smith College School of Social Work, seminar at Boston Psychoanalytic Institute for four years

Experience: girls' worker at neighborhood house for two years, counselor and athletic director at girls' camp, teaching, assistant district secretary of the Family Welfare Society of Boston

3. PT

Duties: counseling and consulting psychiatrist

Education: M.D. Geneva, Switzerland
Pediatric internship at Bellevue Hospital in New York, neurology in London, psychiatry at Johns Hopkins for three years, two-year Rockefeller Fellowship in

THEORY OF THE EARTH

The theory of the earth is a branch of geology which deals with the origin and development of the earth and its various parts. It is a science which seeks to explain the processes which have shaped the earth and its features.

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child psychiatry, Children's Psychiatric Outpatient Clinic at the Massachusetts General Hospital in Boston for three years, research for one year in schizophrenia at the McLean Hospital and for two years in suicide, consultant for the Family Welfare Society in Providence, professor of psychiatry at Simmons College School of Social Work, and in private practice

4. PT

Duties: counseling

Education: A.B. Wellesley College
New York School for Social Work

Experience: as family case worker in the Queens Family Welfare Society of New York, and the Federal Transient Bureau of Chicago, as medical social worker at the Huntington, Peter Bent Brigham, and Massachusetts Memorial hospitals of Boston

5. PT

Duties: counseling

Education: D.S.Sc. Boston University

Experience: counselor of the Massachusetts General Psychiatric Clinic boys' camp, director of Citizenship Training Department of the Boston Juvenile Court, instructor in Boston University School of Social Work and Boston School of Occupational Therapy

6. PT

Duties: counseling and consulting gynecologist

Education: A.B. and M.D. Harvard University
Internships at the Peter Bent Brigham Hospital and the Boston Lying-In Hospital

Experience: staff appointment at the Massachusetts Memorial Hospital of Boston from 1904 to 1940, on faculty of the Boston University School of Medicine from 1924 to date

Salaries: 1 - 6 volunteer



1. Director, FT

Duties: counseling, lecturing, writing, public relations

Education: graduate physician

Experience: more than twenty years as Social Hygiene executive, consultant and lecturer

Salary: \$175 a month (\$5,000 a year later)

2. Secretary, FT

Duties: dictation and writing of letters, daily cash accounts, reception, general service

Education: Ph.D.

Experience: wide secretarial experience

3. Associate director, PT

Duties: medical and psychiatric advice, replies to magazine letters, research

Education: medicine, psychiatry - licensed practitioner

Experience: executive in a city Board of Health where marriage counsels were established

Salary: \$20 a week (\$1500 a year later)

4. Clerk, PT

Duties: filing and putting up literature for mailing

Education: college

Experience: business

1. Executive secretary, FT

2. Associate educational director, FT

3. Office secretary, FT

1. PT

Duties: receptionist

Education: B.A.

Experience: three years



2. PT

Duties: psychometrist

Education: B.A.

Experience: three years

3. PT

Duties: clinical psychologist

Education: M.A. studying for Ph.D.

Experience: ten years

4. PT

Duties: clinical psychologist

Education: M.A., S.T.M., Th.D., Ed.D.

Experience: twenty years

1 - 6 or 8, FT

Duties: counseling work, supervisory duties, lecturing

Education: (1) graduate of School of Social Work

Experience: (1) case work training for five years

Salaries: range \$1800 - \$2400

9. PT

Duties: psychiatric consultant

Education: professional training

10. PT

Duties: research consultant

Education: professional training

1. Director, FT

Duties: administrative work, interviewing, teaching, and research

Education: Ph.D.

2 - 4. Counselors, FT

Duties: Interview and teach

Education: clinical psychologist (1), home economist and nutritionist (1), physician (1)

1. Director, FT

Duties: interviewing, testing, advising, lecturing and research

Education: Ph.D. Yale University, Sociology and Psychology

Experience: research at Yale University Institute of Human Relations; regional consultant of American Institute of Family Relations; guidance and counseling of students and adults

2. Assistant Counselor, FT

Duties: interviewing, testing, advising after consultation with director, lecturing

Education: B.A. Sociology and Psychology

Experience: counselor of girls for national sorority, guidance of problem cases in public school system

Salary: \$1200

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For the purpose of carrying on its business, the Association has organized a publishing department, which is now publishing the Journal of the American Medical Association. The Journal is published weekly, except during the months of December and January, when it is published bi-weekly. Subscription price, \$5.00 per annum in advance. Single copies, 15 cents. Entered as second-class matter, October 3, 1902, under Post Office No. 396, at Chicago, Ill., under special agreement of the Post Office and General Office. Accepted for mailing at special rate of postage provided for in Act of October 3, 1917, authorized on July 16, 1918. Postage paid at Chicago, Ill., and at additional mailing offices. Postmaster: Send address changes in Chicago, Ill., to JOURNAL OF THE AMERICAN MEDICAL ASSOCIATION, 535 North Dearborn Street, Chicago 10, Ill. Outside Chicago, Ill., to JOURNAL OF THE AMERICAN MEDICAL ASSOCIATION, 535 North Dearborn Street, Chicago 10, Ill.

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